

Mentoring – our approach

Our mentoring solutions are based around helping your organisation develop a mentoring culture which connects **people, learning and performance – a meaningful mentoring approach – using a mentoring system that works!** Our **partnership approach** is designed to help you implement a structured mentoring initiative that ensures preparation across four areas:

- The **Art** of mentoring – the **philosophy** behind developmental relationships within your workplace
- The **Science** of mentoring – the **evidence** to structure, facilitate and measure mentoring within your workplace
- The **Position** of mentoring – the organisational **placement and role** of mentoring within your workplace
- The **Process** of mentoring – the **methodology** to enhance success (individual and organisational).

These four areas act like ‘**mentoring anchors**’ to help your structured mentoring initiative be successful from the start. We support this approach through the use of our **Workplace Mentoring System™**.

Mentoring – the services, resources and tools we can bring to you

We can assist you with ...	We also offer ...
• Organisational readiness assessments and consultations	• The Mentoring Groove monthly program newsletter
• Project planning, development and resourcing	• Project Coordinator support and development
• Recruitment, selection and matching of participants	• Access to e-mentoring tools & portals (The Mentoring Hub™)
• Preparation and education of participants	• Access to self-paced e-learning education tutorials
• Monitoring, support and ongoing education of participants	• Access to IT platforms to support your mentoring programs
• Evaluation and validation of participants and activities	• Benchmarking against mentoring standards (ISMPE)

Our mentoring education activities can be ...

Stand-alone or integrated as part of your overall program activities, and delivered by:

- Face-to-face workshops (on-site or off-site)
- Online webinar and accompanying telephone conference
- Self-paced online tutorial
- Blended learning using all of the above methods

Here's what one mentee said of our self-paced online tutorial:

'I found the online tutorial to be easy to use, it was very user friendly. I used it with audio which worked well as I went through the slides. The content seemed quite relevant to the current state of the mentoring program, and I will be sure to bring up ideas from the accompanying worksheet at my next meeting. Overall I thought it was an interesting and useful supplement to the mentoring process, and a clever way to deliver it.' (2007, Mentee)

To Find Out More

Please contact us today to schedule a **FREE** mentoring organisational readiness assessment or initial teleconference with a member of our Senior Project Team.

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