

MENTORING HIGH POTENTIAL EMPLOYEES

AUDIENCE

FL Front-Line Leaders

LL Leaders of Leaders

FORMATS

In-Person (2.5 hrs)

Virtual (2 hrs 1 session)

PRICING

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A mentor is someone who allows you to see the hope inside yourself.

Oprah Winfrey

COURSE OVERVIEW

A successful mentoring program can grow the strength of a business, and also facilitate bringing up a new generation of leaders into a business. This course introduces participants to mentoring and shares best practices for establishing and managing a successful mentoring relationship.

This program begins with a discussion around best practices for creating a workplace mentoring program and the conditions that usually exist in environments where mentoring programs thrive and add value to an organization.

Through this content-rich program participants learn and practice essential components of successful mentoring partnerships including identifying which type of mentoring assistance are most important for different situations and mentoring behaviors to avoid.



Strategies for successful high potential mentoring



Behavioral styles instrumental in deepening the mentoring relationship



Positive feedback techniques to support mentees



The role and responsibilities of the mentor and mentee and mentee's supervisor

This workshop includes pre-work assignments, facilitated discussions, case studies, individual and small group work, and tools for participants. Content and length of this workshop can be tailored to meet audience requirements.

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BUSINESS IMPACT

- 1 Provide opportunities for your “emerging leaders” to develop and grow, accelerating their path to leadership success.
- 2 Learn best practices for creating a workplace mentoring program that adds value to an organization.
- 3 Ensure that the time and resources invested in a mentoring program actually contribute to business results in a tangible way.
- 4 Enhance the effectiveness of mentoring relationships by ensuring that mutual accountabilities are clear.
- 5 Enhance ability of leaders to mentor those who may differ from them in terms of cultural diversity, generation or behavioural style.
- 6 Engagement and retention of high-potential employees is enhanced when they perceive their leaders to be invested in their growth.

LEARNING JOURNEY

 <h3>Pework</h3> <ul style="list-style-type: none"> • Complete the Harvard Implicit Association Test • Self-reflection Questionnaire: “Are You Ready to Be a Mentor?” 	 <h3>Workshop</h3> <p>Establishing the Relationship</p> <ul style="list-style-type: none"> • Benefits of mentoring • Creating favourable conditions • Roles and responsibilities • Setting the stage for success • Planning the work • Managing expectations 	<p>Flexing Your Approach</p> <ul style="list-style-type: none"> • Mentoring across behavioural styles • Mentoring across cultures • Mentoring across generations <p>Giving Challenging Feedback</p> <ul style="list-style-type: none"> • Managing emotional responses • Getting back on track 	<p>Relationship Management</p> <ul style="list-style-type: none"> • Mutual accountabilities • Boundaries <p>Emotional Intelligence</p> <ul style="list-style-type: none"> • “Reading the Room.” • Maintaining trust <p>Resolving Challenges</p> <ul style="list-style-type: none"> • Authentic dialogue • Active listening • Responsive feedback 	 <h3>Post-Work</h3> <ul style="list-style-type: none"> • 30-60-90 Day Personal and Group Action Plan Reviews • Follow-up vILTsession for further dialogue (optional)
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* Recommended custom add-ons. ** Only applicable to VILT

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LEARNING OBJECTIVES

- Describe the benefits of mentoring and how mentoring differs from supervision.
- Understand the characteristics and responsibilities of a good mentor.
- Understand the responsibilities of a mentee.
- Understand the principles of giving feedback, and be able to apply a model of feedback in a mentoring relationship.
- Appreciate how the mentoring approach should flex based upon differences in behavioral style, cultures and generations.
- Learn effective communication skills for building the relationship with a mentee.
- Name and describe the four components of Emotional Intelligence.
- Apply effective techniques to resolve communication challenges.
- Learn methods for mentees to receive the most benefit from the mentoring relationship.
- Learn to troubleshoot common problems in the mentor-mentee relationship.

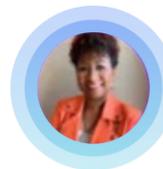
EXPERIENCED FACILITATORS

We can prepare your team to deliver this program, or leverage our global network of experienced facilitators.



Audrey H.

Audrey is a value-centric soft skills facilitator who focuses on practical tips that improve individual employee effectiveness. She creates a comfortable and collaborative environment in which participants can accelerate their learning and understanding of different points of view. She facilitates frank dialogue among participants and helps them address difficult issues such as bias, exclusion and marginalization, with a focus on creating a work environment that engages everyone.



Themum C.

Themum is a highly skilled facilitator experienced working with a broad range of employees, with an emphasis on creating workplace cultures of inclusion. Certifications include Stephen Covey, DiSC, DDI, Achieve Global, Certified Coaching Skills Training (Center for Management and Organizational Effectiveness) and Modern Classroom Certified Virtual Trainer.



Dr. James K.

Dr. James is an accomplished facilitator with more than 20 years of experience. He has earned a PhD in Accounting and Finance, plus 5 master degrees in business administration, digital education, investment and finance, business and higher education research. He provides facilitation, coaching and mentoring for C-suite leaders and experienced managers based in APAC using positive psychology and various assessment tools.