

Effective Mentoring Solutions

An Array of Workshops and Solutions for Your Organization

Course Description

Mentoring, the act of sharing wise counsel or guidance, is a critical component of knowledge transfer and growth in all successful organizations. Yet successful mentoring programs often remain elusive. Tyler provides numerous avenues for creating effective mentoring – from consulting on program setup to training for mentors and mentees. The entire focus is improving the ability of your organization to capture and share critical information for continued growth and improved effectiveness. This array of solutions helps you tap into your most valuable resource – your people’s knowledge. Learn how to share best practices, improve performance & grow your people through Effective Mentoring Solutions.

Available Program Components

- Program Development Consulting
 - Program Scope
 - Internal “Marketing” Systems
 - Process & Implementation Schedule
 - Support Systems & Training
 - Resource Allocation & Budgeting
 - Project Management Oversight
- Training Programs
 - Administrator Training
 - Participant Training - Mentors & Mentees
 - Video Training Systems
- Support Systems & Components
 - Workbooks & Mentoring Guides
 - Mentoring Assignments
 - Online Video Discussion Guides
 - Audio Discussion Guides
- And much more...

Statement of Need

Sustained organizational success is based on the ability to effectively transfer knowledge, skill sets, core competencies, cultural awareness & wisdom to new associates and those transitioning to new roles. Organizations must systematically capture and share the knowledge and associated best practices of their associates. A large gap exists between information and knowledge. Most organizations focus on capturing information more so than knowledge, which is much more chaotic. How does one associate “know” what to do and how to we identify and share that?

Training is normally focused on creating skill sets, mentoring is focused on sharing knowledge and wisdom. Therefore, an effective mentoring program is a critical and normally lacking component of creating and sustaining organizational success. This critical need is heightened in light of accelerated retirement of “baby boomers” and high turnover rates in most organizations.

Elements of Successful Mentoring Programs

- Support at Executive and Leadership Levels
- Consistent Focus and Resources Assigned
- Voluntary Participation
- Clear Expectations
 - Mentor
 - Mentee
- Mentoring Efforts Clearly Tied to Business Objectives
- Accountability System
 - Mentee must show effective application to business objectives
 - Reporting system in place
 - Mentor must demonstrate active participation
- Mentees Involved in Selection of Mentor
- Allowance of Time & Resources for Participants
- Incentive Program for Mentors
- Training on the Mentoring Process
 - Roles & Effective Relationship Building
 - Mentors & Mentees
- Appropriate, Effective Support Systems
 - Online or Localized Libraries
 - Workbooks or Mentoring Guides
 - Continuous Learning Programs

Related LifeChampion® Topics

- FASTSTART for New Supervisors
- Building High Performance Teams
- Leadership Lessons

Additional LifeChampion® Resources

- FREE Simple Disciplines® E-ZINE
- AUDIO ALBUM – Creating Effective Mentoring Solutions
- ON-LINE, ON-DEMAND Video Training
 - Coming Soon

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