PROFESSIONAL DEVELOPMENT TRAINING

Mentoring Training

REQUEST QUOTE

1.0 DAY COURSE

In addition to the willingness to share knowledge and experiences, other mentoring skills are necessary to effectively transfer them to the mentee. The Mentoring Training course is for mentors to learn the duties, responsibilities and specific behaviors they must observe to ensure a successful and rewarding mentorship program.

The Mentoring Training course covers the following topics: what is mentoring and its application for improvement in the workplace, importance of mentoring, how to create, maintain & transition a mentoring relationship, behaviors to avoid and observe in a mentoring relationship and much more.

This comprehensive training course is available across the U.S., including Atlanta, Austin, Baltimore, Birmingham, Boston, Charlotte, Chicago, Dallas, Houston, Jackson, Los Angeles, Manhattan, Miami, New York, Orlando, Philadelphia, San Antonio and Seattle.

What You'll Gain:

Mentoring isn't what it used to be. In today's high-tech, global economy, the days of stiff hierarchy and loyalty to the status quo are long gone.

Today's mentors understand that they have as much to gain from building close working relationships and sharing their experience with others as they have to give. Whether you are entering an informal arrangement or a formal training program, learn how to make mentoring more meaningful for everyone.

Outcomes

By the end of this course, participants will:

- Understand mentoring & its application in today's workplace
- Learn how to use mentoring in the development of other people
- Learn how to create, maintain & transition a mentoring relationship
- Master specific behaviors to maximize the impact of a mentoring relationship
- Learn which behaviors to stay away from in a mentoring relationship
- Use mentoring to improve the workplace

Modules

Lesson 1: What is Mentoring & Why it Matters

- What Mentors do
- The enabling Mentor
- Mentoring today
- What does mentoring look like?
- The power of relationships in our lives
- Mentors care beyond the work
- A mentor goes above and beyond
- Part summary

Lesson 2: Navigating the Mentoring Relationship

- Effective mentoring tools
- Shifting context
- Active listening
- Naming feelings
- Listening for motivation
- Constructive confrontation
- Information that has positive impact
- Giving permission
- Being genuinely curious
- Part summary

Lesson 3: Creating a Mentoring Relationship

- Stages of development
- Where to begin
- The Mentoring Match
- Determining Mentee expectations
- Developing a partnership
- Guiding principles
- Creating a Mentor/Mentee Agreement
- Two-Way Mentoring / Reverse Mentoring
- Part summary

Lesson 4: Fine Tuning & Transitioning the Mentoring Relationship

- Fine Tuning and transitioning
- Potential pitfall one: giving criticism
- Potential pitfall two: giving advice
- Potential Pitfall three: trying to rescue
- Transitioning the relationship
- Part summary

Lesson 5: Maintaining a Mentoring Relationship

- Adopting a change attitude
- Managing change
- Coping mechanisms
- Mirroring
- Validation
- It's rarely black or white
- Progressive adaptation
- Part summary

Lesson 6: Conclusion

- Course review
- Planning engagement with the mentees
- Post course assessment if required

Talk to our expert team

Phone:

Email: