



# Mentoring: Career & Employee Development

Mentoring The "MQ" Way



The  
**Power  
Within**<sup>™</sup>

Think **Bigger** • Be **Better** • Achieve **More**  
The Motivational Intelligence Company



# Mentoring: Career Mentoring & Employee Development

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Our Mentoring & Career Development programmes are designed specifically for each individual or organisational requirements. They follow a structured process that enables day to day accountability, employee development and on-going leadership skill sets, tools and techniques to consistently develop your high-performance employee engagement.

A thriving, impactful mentoring program also increases self-leadership within the organisation or business and increase the likely hood of developing a nurturing leadership development process. But great mentoring programs don't just happen. They are built through thoughtful planning and sustained commitment to guiding participants through the mentoring process while continually improving the program.

# “Great Mentoring Drives High Performance Leadership”

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The starting point for any good mentoring program begins with two important questions:

- 1. Why are you starting these programs/expected outcomes?**
- 2. What does success look like for participants and the organization?**

To answer these questions, we will need to dive deep to understand your target audience. Make sure you understand who they are, where they are, their development needs, and their key motivations to participate.

Our Successful mentoring programs offer both structure and flexibility. Structure provides participants a mentoring workflow to follow and is critical to help participants achieve productive learning that reaches defined goals. Similarly, flexibility is essential to support varying individual mentoring needs across specific learning goals, preferences, and learning style.

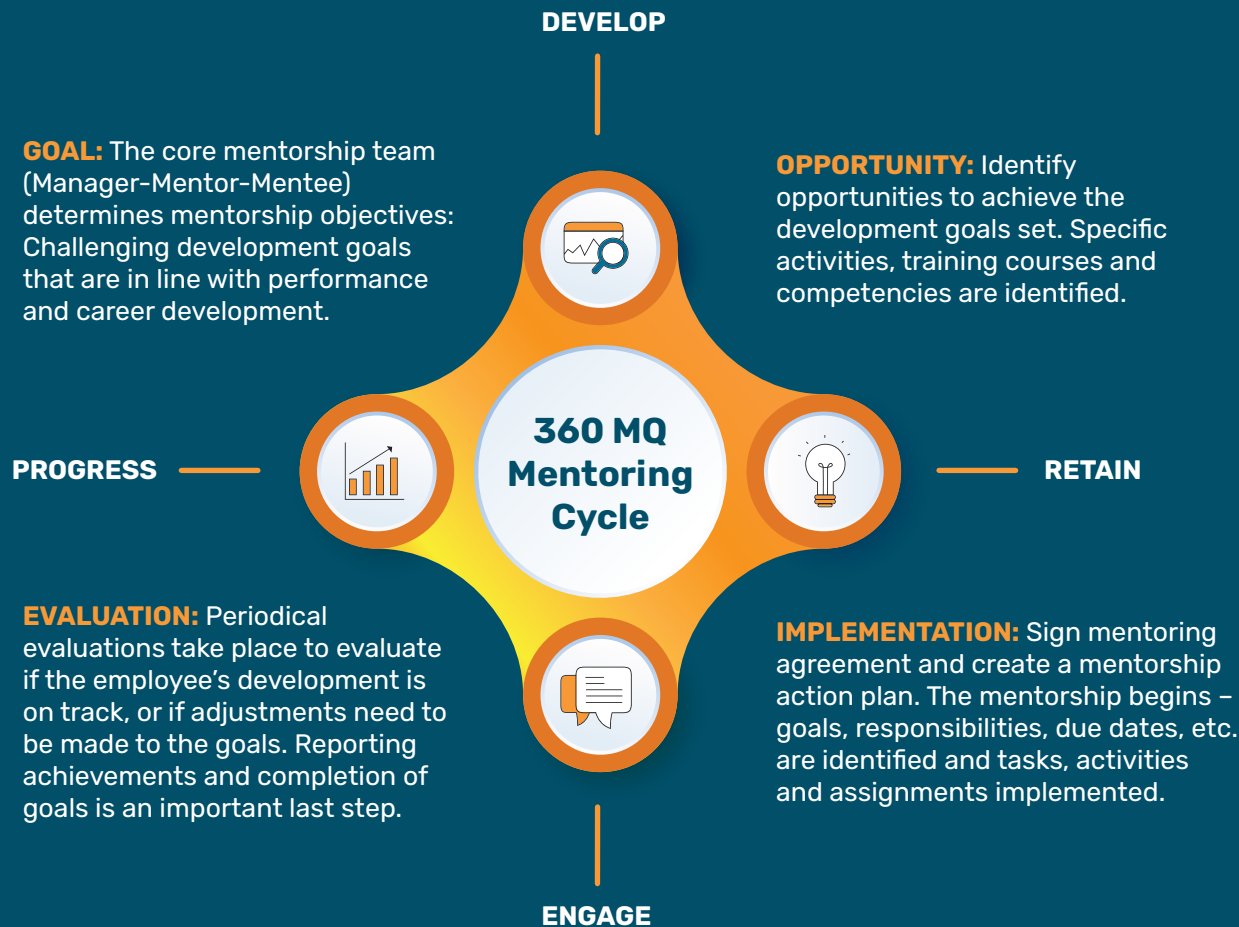


Our career mentoring program enables a professional association to effectively deliver on its mission: to connect industry professionals (or students) and facilitate the exchange of industry knowledge and career (or academic) advice. It also increases the value of membership, which draws in new, younger members and acts as a valuable hook to increase retention.

The best designed mentoring programs won't get far without effective program promotion, mentor recruitment, and training.

When our mentoring programs are introduced into organizations, there is generally natural enthusiasm. Yet this enthusiasm doesn't always translate into high participation rates. A common reason is the absence of effective promotion.

# 360 MQ Mentoring Cycle



Don't assume potential mentors and mentees understand the benefits. For many, this will be their first opportunity to participate in mentoring. You will need to convince them that participating is worth their time and effort. Beyond participants, key leaders and stakeholders will need to be educated on the benefits of the program and strategic value to the organization.

Mentoring parallels and supports business drivers and has varying degrees of involvement over time, but goals should always align to optimize employee development.

Productive mentoring doesn't just happen. We provide training to mentors and mentees regarding the program's goals, participant roles, mentoring best practices, and your mentoring process.

# Connect Mentors and Mentees

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A productive mentoring relationship depends on a good match.

Matching is often one of the most challenging aspects of a program. Participants will bring various competencies, backgrounds, learning styles and needs. A great match for one person may be a bad match for another.

# Attracting Participants

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Promote the benefits to participants & stake holders

Consider the rewards & recognitional programme

Provided training & reinforcement throughout the mentoring agreement

# Mentoring Reward & Recognition Program

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Always have a reward and recognition program in place to ensure focus and commitment.

- Mentors reward comes in sharing knowledge and wisdom
- Mentors who perform admirably should be recognized by their management team
- Successful mentors should be included on review boards, talent discussions and other employee development activities

Mentoring is an impactful strategy to develop, engage and retain your people. But running an effective mentoring program goes way beyond just matching people up. For true impact on your organization, it takes effort, resources, and know-how.

Whether you are newly qualified or experienced manager or about to embark on a new challenge or role, The Power Within Mentoring programme provides a process to support those looking to develop in their own careers, increase performance or solve the challenges associated with a role in management or career growth.

Mentoring gives you, the mentee, access to the knowledge, guidance, and confidence of others, in a supportive environment that is completely confidential, impartial, and non-judgemental. You will have guidance from your mentor for a set period, however, the experience you take forward will stay with you throughout your career:

**There are plenty of times when we could all learn from the skills and experience of someone who has been there before and learn to:**

- Improve your self-confidence, by learning new skills and experience that you can take forward into your role and organisation.
- Gain awareness of your skills and practice, an external 'pair of eyes' could be what you need to analyse your practice or confirm that you are working in the correct way.
- Develop professional relationships, with mentor's experience of working across multiple industries and sectors, you can be matched with someone from your own industry or learn best practice that could be applied from another.

Mentoring provides an objective and safe source of support, during this time you can really look at the application of learning rather than feeling you are constantly 'learning on the job.'

Key Benefits of the programme:

- Gain valuable experience directly from a fellow member
- Develop new skills, knowledge, insights, and perspectives
- Build your confidence by setting and achieving development goals
- Expand your network
- Be Challenged
- Help fellow members and give back to the profession





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**The Power Within** exists to help you and your team become a confident and a high performing business professional with the power to shape your future, grow your business and develop your personal and professional goals.

**Learn the framework** of self-leadership management and motivational development from an experienced business professional whose talent and ability has been proven in every marketplace he has worked, with practical insights and real-life stories. Your fellow learners are all open-minded professionals too, so you will grow your network alongside the other top performing business professionals.

**Whatever stage** you have reached in your career or business, you can always expand your knowledge and develop the mindset of a successful high-performance professional with personalised workshops and coaching all focused around the success formula framework.

