

## **IMPLEMENTING A BEST PRACTICES MENTORING INITIATIVE**

A Mentoring Initiative is like any other project – it needs a good plan to follow. We decided in 1996 to begin to educate those who had an interest in mentoring programs by providing know-how from the people who were directly involved in the process. We wanted to accomplish just a few things then and they remain the same now.

### **PROGRAM GOALS:**

1. Guide Program Coordinators and team members from the start so that there is the best chance for success on the initial roll-out. Additionally, it is important to build an internal structure that will allow the organization to sustain and continuously improve on the initial effort.
2. Minimize the number of mistakes. There are many ways to make mistakes within a process as complex as bringing people together and helping them teach one another what they know. Additional levels of complexity are added when diversity is incorporated into the program design. Distance mentoring, or mentoring between Mentors and Mentees across organizational and geographic lines, adds yet another level of complexity to the process.

**The resulting program is both a model process, tested within many organizational types, and a compilation of products, templates and examples which clients are invited to use and customize.**

### **COMPONENTS OF THE PROGRAM:**

***Implementing a Best practices Mentoring Program: A Coordinator's Guide and Toolkit*** (Either hard copy or online version)

**Implementing a Best Practices Mentoring Program Workshop**