

THE MENTORING BRIDGE WORKSHOP

Participants: All audiences and all levels of potential and existing mentors and mentees

Workshop length: One day and two half day follow-ups

Optimal size - 30 to 40 participants

OVERVIEW:

While formal mentoring programs are getting off the ground in many organizations, there is still a need for informal mentoring. The desire for more people to mentor and be mentored exceeds the actual practice because many individuals do not know how to start a mentoring partnership or sustain it. This workshop is an ideal resource for individuals who do not have access to a formal mentoring program or desire to form a mentoring partnership on their own.

This workshop shows both Mentors and Mentees (Proteges) how to go about informal mentoring in a way that is both logical and within reach of all audiences. The workshop outlines the steps for selecting a mentoring partner and provides tools that will help to build and sustain a successful and satisfying mentoring relationship. There is a section on challenges facing mentoring partnerships and ways to resolve them.

Workshop Format:

The workshop is interactive using *The Mentoring Bridge Guide...* as a primary resource and case studies from the *Mentoring Training Videos*. There are brief lectures, small group interaction, Q and A, and time set aside for practice of critical skills and self-work with the Mentoring Partnership tools.

CONTENT:

- I. Review of Formal and Informal Mentoring – differences and similarities
- II. Fundamentals of Building a Mentoring Partnership – entry and exit strategies
- III. Growing a Mentoring Relationship
- IV. Selecting a Mentoring Partner
- V. Using the Mentoring Bridge Guidebook and resources

WHAT PARTICIPANTS GAIN:

- Understanding the nature of Mentoring as a development process
- Exposure to critical Mentoring Fundamentals and success factors
- Information on myths and mythologies of mentoring
- Practice using the self-work tools and partner selection and interviewing techniques

- Assistance with resolving individual and organizational challenges
- Opportunity to network with program participants
- Reinforcement and support through follow-up sessions

MATERIALS USED:

- ***The Mentoring Bridge: A Self-Management Guide to Informal Mentoring Partnerships***
- Workshop handouts