

MENTORING PARTNERSHIP WORKSHOPS[®]

OVERVIEW:

1. Introduction to Mentoring and
2. Cultivating the Mentoring Partnership (Advanced Mentoring Workshop)

These workshops are conducted for both Mentees (proteges) and Mentors together. Participants are arranged in work teams composed of 2 to 3 Mentor / Mentee pairs. The optimum group size is 24 to 30 participants.

Group dynamics, particularly dialogue between Mentors and Mentees, is the central learning process of the workshop. The work teams engage in experiential exercises and group learning through case studies for analysis and resolution. These case studies are contained in the *Mentoring Training Videos*. There is open class discussion, Q and A, and a range of teaching materials included in the companion workbook, Mentoring Partnerships Workshop Workbook.

The *Introduction to Mentoring Workshop* is delivered at the beginning of the Mentoring Partnership. The Advanced workshop, *Cultivating the Mentoring Partnership* is delivered mid-way in the typical one year program.

CONTENT:

Workshop I. INTRODUCTION TO MENTORING – 1 Day

- I. Introduction** Mentoring pairs start on their learning journey together. Group processes uncover myths about mentoring and confront stereotypes of mentors and mentees.
- II. Mentoring Program Overview** Concepts of mentoring are defined and explored fully along with the roles and responsibilities of participants within the company-specific model.
- III. Starting the Mentor/Mentee Partnership** A mentoring partnership works best when there is a clear understanding of expectations of the partners, ways of operating and activities to be performed.
- IV. Creating a Successful Partnership** To assist the mentoring partners in managing their partnership, tools in the form of the a Mentoring Journal, Partnership Learning Plan, Career Worksheets, Discussion Guides and resources are included in the workbook.
- V. Partner Selection** The Five Parameters for creating successful partnerships are presented and discussed. Interview protocols and practice interviews for selecting a Mentoring Partner are included.

- VI. Next Phases** This is a review of the upcoming deliverables, time lines, and group activities for participants.

Workshop 2. ADVANCED MENTORING WORKSHOP – Half day

- VII. Cultivating the Mentoring Partnership** (delivered midway in a one-year program).

This segment expands on the development processes of feedback and coaching as used in a Mentoring Partnership. Current vignettes and a two-part case study is the format for teaching and applying these concepts for creating and implementing a developmental strategy.

WHAT PARTICIPANTS GAIN:

Introduction to Mentoring:

1. An overview of the complete Mentoring Partnership Program so that all participants have a common understanding of the mission, vision, purpose, design, definitions and expectations of the program.
2. A safe environment to being dialogues between Mentees and Mentors so that when they leave the workshop they can confidently start their Mentoring Partnership.
3. An overview of the resources that will support the commitment that each Mentor / Mentee pair makes.
4. An explanation of the roles and responsibilities of Mentoring Partners, expected gains and ability to problem-solve in partnerships.
5. A demonstration of the tools necessary for creating and maintaining successful partnerships; specifically, the Mentor / Mentee Partnership Learning Plan.

Advanced Mentoring Workshop

1. Illustrations the use of Feedback and Coaching within a Mentoring Partnership and practice in the application of the techniques.
2. A review of the Five Steps recommended for creating a Development Strategy.
3. Assistance in personalizing the primary concepts and techniques introduced within the workshop.
4. Reinforce of the Adult Learning Principles introduced in the Introductory Workshop.

MATERIALS used in the Workshop

Mentoring Partnership Workshop Workbook

PLEASE NOTE: Use of these materials and conducting this workshop in-house requires certification.

Mentoring Training Videos