



About Mentoring Action Plans

to achieve complex protégé goals

Mentoring Action Plans (MAPs) keep partners on track so that they actually achieve the Goal of the Plan. This is especially true in long-distance relationships, as CSX Transportation learned when it analyzed evaluations of mentor and protege benefits over 9 years. CSX found that partners in long-distance relationships (they were not even in the same state) reported more benefits because they “worked the Plan” to achieve desired goals. When these partners did “get together” over the phone or in person, they were prepared to complete Action Steps in their Plan. You can also increase Goal attainment by agreeing on and carrying out a MAP, while using our proven **Action Planning Guide** product.



What are the key benefits of using our Action Planning Guide?

- ③ Agreeing on the MAP goal ensures commitment from both partners.
- ③ Partners brainstorm ideas, activities, resources to ensure each has input into the Plan.
- ③ Next, Action Steps are agreed on and chronologically sequenced to keep partners on schedule.
- ③ Whatever is written down on the Brainstorming page or Action Steps page is automatically copied onto the page beneath these pages (via NCR’s carbonless copying process), so that partners each get a copy.
- ③ Completing the MAP to attain the Goal is a good measure of success.
- ③ Mentors and the sponsoring organization also benefit when a MAP is completed.

Here are some special considerations to help you:

For **one-on-one mentoring**, the protege should write down what is brainstormed as well as the finalized Plan, so that the mentor does not unwittingly take over the planning process. What is written down is automatically copied (via NCR’s carbonless copy process) onto an underlying page, so that the mentor gets a copy for later reference. Sometimes, the mentoring coordinator will photocopy the finalized Action Plan to monitor progress and provide useful assistance and resources. One Plan is used to achieve each protégé Goal.

Here’s an example – for one-on-one mentoring.

Suppose a protege wants to develop leadership capability and needs one-on-one mentoring to make an inner transformation. This could involve learning how to stop managing day-to-day operations and people and start performing new strategic leadership functions that require a big picture perspective. To achieve this complex goal, the mentor will have to provide various kinds of mentoring assistance via a series of carefully thought-out and sequenced Action Steps over time (possible several months).

Here’s another example – for group mentoring.

If a mentor wants to help a group of protégés lead a major paradigm shift, then **group mentoring** is appropriate. This time the mentor leads a brainstorming session to solicit ideas from several protégés, and writes these down in the Action Planning Guide – initially on the Brainstorming page. And then, after agreeing on what will be done, the mentor writes this down on the Action Steps page.

