

Mentoring for Results™ Course, Trainer's Guide & Video

Train Mentoring Partners to Enhance Success

In 1996, PA Personnel Services reported findings from their study of mentoring programs in eight countries. They found that the number one reason why mentoring relationships failed (and, consequently, programs failed) was **lack of training**. Mentoring partners did not know what to do when they got together, and they did not achieve desired goals. This validated our approach since 1978 of training over 40,000 partners, and our clients have trained even more, using our **Mentoring for Results™** Course and proven materials. In sum, over 100,000 participants have benefited from our partner training activities and materials.



Why spend time creating and field-testing a new training program for mentors and protégés (mentees)? It is much more cost-effective to use our half-day course. We can conduct Partner Training to jump-start mentoring relationships by 2 to 6 months (according to feedback from mentors who had no prior training or were trained alone). We can attach a Train-the-Trainer component to save even more money: Trainers observe us training partners to see how our activities and materials enable virtual strangers to feel comfortable discussing real issues and engaging in actual mentoring. Afterwards, trainers are debriefed and learn how to use our Trainer's Guide to vary partner training for varied situations.

Key benefits of using our Partner Training, Video and Trainer's Guide:

1. You'll save hundreds of hours not having to create and test a new training course.
2. Our Mentoring for Results™ training enables partners to develop a comfort level and discuss real issues during the training session, so that actual mentoring occurs there.
3. Partners prioritize protege Needs and mentor Expertise that needs to be provided, by answering and comparing results on our Protege Needs Inventory.
4. Partners learn about a New Mentoring Paradigm in which mentors **equip** protégés with wisdom and practical know-how as they have always done, and also **empower** what protégés want to do and become. Equipping gets protégés up to speed, more competent, and in tune with the unwritten rules. Empowering fosters creativity and prevents organizational stagnation.
5. Partners learn 4 negative consequences of "getting stuck" overly preferring a particular Mentoring Style. [getting stuck causes relationships to end harshly]
6. Partners **compare Preferred Mentoring Styles** after answering the Mentoring Style Indicator.
7. Partners watch our **Mentoring for Results training video** to see how **Mentoring Style Flexibility** equips and empowers protégés, and then practice this together.
8. Partners use a **6-Step Mentoring Process** (on a Mentoring PocketCard™) to engage in efficient and effective mentoring that helps the protégé handle an especially challenging situation.
9. Partners create a **Mentoring Action Plan** to achieve a desired protege goal over several weeks or months. [this is a good measure of success]
10. Partners write up a **Mentoring Agreement** that increases commitment and prevents problems.

Contact us to learn more about our Mentoring for Results™ partner training.

