

Mentoring Solutions® Planning Video

Helps you Plan the Right Mentoring Program

Are you planning your first Mentoring Program in-house? Or need to enhance an existing program? If so, our **Mentoring Solutions® planning video** and accompanying **Guide** will help you conceptualize and plan the right program for your participants. And save hundreds of hours doing this!

This video and Guide include insights and practical know-how we've gained since 1978 while coordinating programs and planning over 150 different mentoring programs to meet the particular needs and goals of each group of participants and the sponsoring organization. The Guide tells you when to stop the video and discuss what was presented, to plan your own program.



Key benefits of using our Planning Video and Guide:

1. You'll quickly identify the major **business reasons** for your program and related **participant goals**.
2. You'll be able to describe how your program is different from **informal mentoring** (which starts spontaneously) and is often confused with a more **formalized program**. Not only will you understand key differences, you'll be able to communicate them to would-be participants so they understand your program.
3. You'll 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.
4. You'll identify the equipping and empowering your protégés need from mentors to be successful. This will help you identify suitable mentors.
5. You'll learn why mentors must **use 4 Mentoring Styles** to equip and empower protégés, so that they don't "get stuck" overly using a preferred style when it is not appropriate. Doing this causes relationships to break up.
6. You'll learn how to use our Mentoring Style Indicator, Protégé Needs Inventory and Personal Style Indicator to **match mentoring partners**.
7. You'll learn about our Mentoring for Results™ **partner training** agenda [over 100,000 trained], so you can use our proven process or develop your own (if you have the time).
8. You'll understand major and minor **coordinator roles**. Our experience since 1978 has repeatedly been that the coordinator is the single most important person in a successful program – if he/she fulfills key responsibilities. Or, is the main reason why programs fail.
9. You'll understand **10 major mistakes** to avoid and identify others relevant to your program. This will enhance success.

Here's a recommendation to help you:

Your organization can save hundreds of hours of planning time by having us help you. We use a **Collaborative Planning Process** to provide instant benchmarking on what works and doesn't for all essential program components. Successful mentoring programs don't just happen – like informal mentoring. They are thoughtfully conceptualized and all essential components are carefully planned to ensure a successful mentoring process is implemented to produce desired outcomes. Without the right process, desired outcomes will not occur – and the program will likely be discontinued (after many hours of effort on everyone's part).

