

Mentorship Training Workshop for Mentors

Most organisations constantly face change. Globalisation, technological changes, political and legislative changes, environmental pressures and the changing demographics in the workplace are all contributing to the need to become an agile organization. An agile organization has the capability to change quickly to meet changes in the environment. One of the pre-requisites for an agile organization is that it must be staffed with life-long learners who grasp every opportunity to learn and expand their knowledge, skills and attributes.

Learning is a transformational journey that usually involves relationships with other people. A mentoring relationship provides collaborative and experiential learning and may possibly be one of the most important developmental relationships a person can experience in adulthood. The mentoring relationship benefits both the mentor and the mentee. In a sense, mentors are both teachers and students. The mentor therefore has an opportunity to grow personally and professionally from the mentoring relationship. Mentors help to ensure that their mentees have the capabilities to be of value to the organisation. In addition, they can leave a legacy by empowering the next generation and fostering a new level of management and competent workers.

Many organisations implement Mentoring Programmes in an effort to address various challenges that organisations currently face, including retention and engagement challenges, knowledge management imperatives and the need to accelerate learning and build succession pools.

Research by the Corporate Leadership Council identified the following benefits that could be gained from implementing successful mentoring:

- Developing internal job-focused networks (such as mentoring) increases potential by up to 32%.
- Feedback and relationship programs, such as mentoring, are more effective leadership development strategies than both experience- and education-based programmes.
- Mentees at Sodexo experienced a 94% increase in job satisfaction after attending the mentoring program.
- Mentoring facilitates strong communication channels, which can increase employee performance by as much as 34.4%.³
- Mentoring program participants are 41%–47% more likely to stay with their current organizations as compared to employees who are not in mentoring relationships.

In addition to these benefits mentoring, experience has also shown that mentoring could also lead to the following positive results:

- Increased job commitment and satisfaction
- Increased self-awareness, self-esteem and self-confidence
- Increased job effectiveness
- Increased cross-functional knowledge and understanding

When looking at all these benefits, it is no wonder that Mentorship is viewed as an important opportunity at organisations to build capacity amongst staff to ensure that they become learning organisations and by extension an agile organisation, capable of adapting to sudden shifts in the environment.

Purpose of the workshop

The aim of this workshop is to lay a solid foundation for developing successful mentor behaviour and enable the line manager/mentor to use mentoring as an empowering tool for positive employee and personal development so that you leave a bridge behind for others to succeed.

Overview of the workshop

The main objective of this workshop is to create awareness of the following:

- The definition of mentorship
- The benefits of mentoring
- The mentoring process
- The different stakeholders in mentoring
- Your roles and responsibilities as a mentor
- The roles and responsibilities of a mentee
- Mentoring skills
- Barriers to mentoring and how to address them
- Your own strengths as a mentor

Who should attend?

This intervention is intended for all employees with managerial duties, direct reports and the responsibility to manage staff development in the organisation. It is also for individuals who have agreed to mentor others as part of an organisation's mentorship programme

Duration

The duration of this intervention is one full-day session if the aim is to only create awareness and two days if skill practice is included.

Contact Details

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