Enhancing Effective Mentoring

Workshop Description:

Many organizations are currently facing the challenge of succession planning to ensure continuous high quality leadership as current leaders move into retirement. In addition, organizations now realize that continuous learning and development of all employees is critical to success. This interactive workshop examines mentoring within a leadership context and emphasizes the mentoring role, and associated behaviors, as necessary for individual and organizational excellence.

Workshop Outcomes:

By the end of this workshop participants will be able to:

- Recognize mentoring as a professional role, a set of competencies and a requirement of leadership
- Advance learning in understanding self and others, communicating effectively, and developing employees
- Build a willingness and a helpful orientation to engage in mentoring
- Acquire and enrich tools to become more effective in mentoring

Workshop Outline:

- Mentoring experience exercises
- Mentoring: A case study
- Mentoring competencies:
  - Understanding self
  - Johari Window
- Communicating effectively
  - Inquiry/advocacy
  - Reflective listening
- Developing employees
  - Performance mentoring
  - Personal mastery
- Johari Window exercise
- Peer mentoring

Learning Format:

- Mini-lectures
- Demonstration
- Video
- Discussion and interactive dialogue
- Experiential activities for discovery and practice of skills
- Small and large group activities

Workshop Includes:

- Participant Workbook
- Assessment Instrument
- Handouts