



MENTORING PARTNERSHIP PROGRAM©

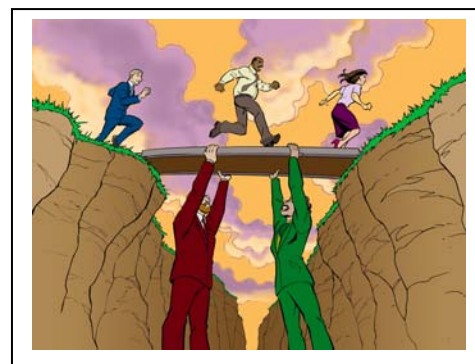
Description

A formal mentoring program is a method to bring mentoring opportunities to a larger population within the workforce. Typically this is the part of the workforce that is not served by informal mentoring or is a part of a special program, e.g. Executive Mentoring or Mentoring for Diverse populations. The *Mentoring Partnership Program* is suitable for all levels and job categories in any employing organization or professional association.

Formal mentoring brings people together who might not ordinarily meet one another and form a mentoring partnership. An organization can achieve great value through learning partnerships created between employees at various global locations, between field offices and corporate and between business units within the same company. It is a highly effective method of re-investing an organization's intellectual capital – the know how and expertise of its senior employees.

The *Mentoring Partnership Program* has over a decade of application within Fortune 500 companies, government agencies and non-profit organizations. During that period many components have been tested, applied and re-applied in many different venues. These venues represent industries in the fields of financial services, chemicals companies, insurance agencies, major defense firms, research laboratories and many more.

The result is a *Best Practices* model which can yield predictable successful results for mentoring partners. The Four Phase model is explained in greater detail in the Program Coordinator's Guide - *Implementing a Best Practices Mentoring Initiative* (www.mentoringanalysis.com) and is shown on the schematic diagram on Page 4.



Features which set this program apart are:

- ◆ The program can be customized to fit an organization's development objectives, culture and structure
- ◆ The program is comprehensive in nature featuring a model that lays out an end-to-end process
- ◆ Materials and on-line resources available to support the Best Practices model
 - Materials available in two formats – Mentee or Protege
 - Materials can be customized with unique branding and content appropriate for specific programs and clients
- ◆ Suitable for any size organization and its sub-units

Components of the Program:

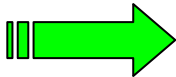
- ◆ Training for Program Coordinators and Coordination Teams utilizing the
- ◆ Assessment of Organizational Readiness
- ◆ Online tools including
 - Application process for volunteer participants
 - Matching process utilizing both online profiles and participant input from both Mentors and Mentees
 - Evaluation of progress for Mentoring Pairs
- ◆ Training for the Mentoring Partners-Mentors and Mentees (Protégés)
 - Mentoring Partnership Workshops
 - Extensive tools and resources for the Mentoring Pairs
 - Train-the-Trainer workshops for in-house facilitation
- ◆ Extensive communication plans and resources for
 - Employee Forums
 - Websites and Intranet
 - Program Marketing
- ◆ Evaluation of Program success
- ◆ Results from previous and current program participants yield a consistent success rate of 85% or better

Materials used in the Mentoring Partnership Program

Products and Resources	
Items	Use
<i>Implementing a Best Practices Mentoring Initiative: Coordinator's Guide and Toolkit</i>	Coordinator Training and principal resource for formal Mentoring Programs
Preview the Contents at www.mentoringanalysis.com	
<i>MENTORING: Information Guide</i>	Employee forums and general information
<i>Mentoring Partnership Workshop Manual</i>	Workbook used in Mentoring Partnerships Training
<i>Mentoring Partnership Workshop Facilitator's Guide</i>	Facilitator's Workbook used in Workshop Facilitator Training
<i>Mentoring Training Video</i>	Video aided case studies used in Mentoring Partnerships Training
<i>Manager's Mentoring Handbook</i>	Resource for the Managers of Mentees
Review all products at www.leadershiptechnologies.com	



Online Resources and Web tools	
Mentoring Application and Tracking System (MATS™)	Online Mentoring Administrative Tool for applications, goal-setting and evaluation
Mentoring Interest Survey	Assess your organization's readiness for mentoring
Mentoring Website Template	A template for in-house use utilizing adaptable content and copyrighted materials from Leadership Technologies
Preview Online Tools at www.mentoringanalysis.com	



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 See our upcoming Webinar and Workshop schedules at www.mentoringsummit.com

Webinars



- *Mentoring across Differences: Dialogues that Create Inclusion*
- *Creating a Diversity Pipeline Initiative*
- *Build an Inclusive Culture with Multiple Mentoring Formats*
- *Mentoring Fundamentals: Successful Program Design*
- *Managing and Mentoring Diverse Talent*

Publications



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