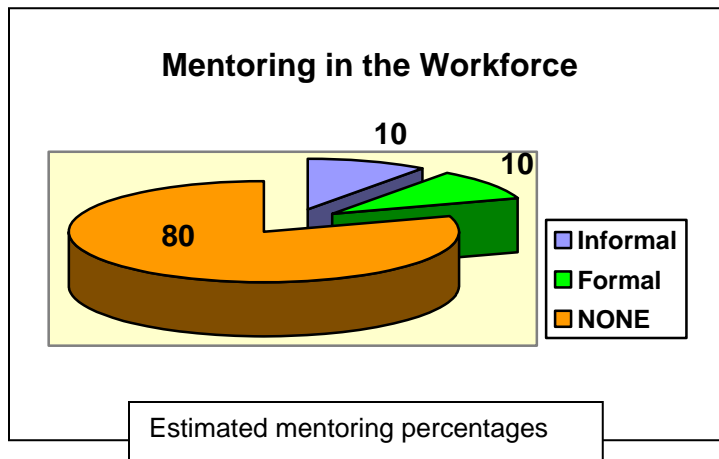




The Mentoring Bridge Program

Did you know that an estimated 80% of the workforce is not included in the cycle of continuous learning that makes the mentoring process so powerful? It is estimated that the combined types of mentoring currently offered in the best companies, government agencies and non-profits is approximately 20%.



Is the graph a reflection of your current workplace? Is this the result you truly want? Will you ever create an Inclusive Culture when so few are involved in the knowledge exchange and relationship building that makes mentoring such a powerful learning process?

Why Mentoring is Such a Powerful and Necessary Tool

Mentoring is a knowledge exchange process. Not just any type of knowledge but the industry-specific, business-specific, organization-specific knowledge that has been gleaned through years of experience and through trial and error. The people who have the experience and expertise to share are designated as mentors and those who need the knowledge for their growth and development are called mentees (or proteges).

Since mentoring relies on human dialogue, by necessity the process creates relationships between the mentor and mentee. In today's multi-generational workforce, mentoring could well be the best exchange mechanism to help the exiting generation quickly transfer their expertise to those that will follow in their footsteps.

What happens to the organization if the majority of would-be mentors, the Boomer Generation, exit without leaving their expertise and knowledge behind?

ALERT - A MUST READ
The April issue of T+D Journal makes the case for a greater investment in mentoring. Read the article, [Facing a BOOMER EXODUS? How to keep their Know-how available.](#)



The Critical Issue: How to create more opportunities for Mentoring?

Mentoring can:

- Save your institutional knowledge and invest it in coming generations
- Create the Inclusion that Diversity programs are seeking
- Serve as a necessary development component for the Leadership Pipeline
- Act as a key and critical component of employee engagement
- Create synergy across generations in the current workforce
- Assist in retaining your top talent

There are a number of options for expanding your organization's mentoring opportunities.

- Expand formal programs
- Encourage more informal mentoring
- Expand mentoring through additional avenues, e.g. web-based, group formats, handbooks, guidebooks, etc.

An ideal approach would be to get your employees, both potential mentees and mentors, to start their own partnerships. You could suggest it and tell them what you want. Will they do it? Chances are NO. What stands in the way of your employees starting their own partnerships?

Three Primary Reasons:

- **They need information.** Many of your employees are guided by misinformation about mentoring and its outcomes.
- **Know How.** Potential mentoring partners don't know how to start, sustain and grow a mentoring partnership on their own.
- **Ability to Reach out.** Many are fearful, timid and reluctant to reach out beyond their current comfort zones.

The Antidote - We Developed the Mentoring Bridge Program

The Mentoring Bridge Program is a self-managed program. It is up to each mentor and mentee to establish a partnership on their own with a minimum of administrative support. While the *Mentoring Bridge Guide* is used as a basis for the program, we found through our own research that it is not a sufficient motivator for most people. The Guide provides the foundational information and a step-by-step roadmap to establishing a mentoring partnership. The missing component is action by the individual. This is where the training as a part of the program comes into play.

In a workshop setting each participant can be a part of a group of co-workers who share some of the same fears and inhibitions about reaching out to others to advance their learning. Potential mentors and mentees do self-assessments, problem solving in table teams, guided interviews, and mock mentoring dialogues. An added feature is the reinforcement and expansion of the original learning provided by the follow-up sessions.

The components that make up this self-managed program are as follows:

1. Education through sharing information based upon the Mentoring Bridge Guide
2. Small group discussions using video-based case study material
3. A model of success experiences through interaction with other workshop participants
4. Ongoing support through Leadership Technologies' website and webinars.



The program consists of

1. Training in three separate modules. An initial 6-hour training module and two 3-hour follow-up sessions. The follow-up events can be conducted online. See the Training Modules content on the last page.
2. Workshop workbook and handouts
3. A copy of *The Mentoring Bridge Guide*
4. Online and telephone support

For organizations desiring to expand the program in-house, we recommend:

5. Train the Trainer Workshop and Facilitator Guide
6. Online Administrative Tools (Mentoring Application and Tracking System (MATS))

Costs:

The costs of this program are based upon an enrollment of 40 people per session. Each program starts and concludes within a 90 day period. It is appropriate for every level of employee at any phase of the mentoring process. Mentors, mentees, managers and program coordinators alike have received benefit from the program. For an updated cost analysis, please contact the Leadership Technologies' main office at (510) 581-2946.

Measured Outcomes (based upon pilot programs run in 2005, 2006 and 2007)

- Educational advancement
 - Completed formal education
 - Enrolled in graduate program
- Started a mentoring partnership as a Mentor or Mentee
 - Found a partner within the workshop and outside
 - Created a partnership from immediate workplace
- Greater value from current mentoring partnership
- Started a community mentoring program w/Little League
- Changed jobs, got promoted, received a bonus
- Got greater visibility from the leadership
 - Assigned to a formal mentoring program for engineers
- Greater engagement within employee's division and outside
- Managers offered more help, assistance and guidance to their direct reports

There is a huge, untapped potential that many executives, managers and employees do not recognize and, therefore, have not addressed. And it's sapping organizations' potential. "We're running as an economy at 30 percent efficiency" because so many workers are not contributing as much as they could.
(HR Magazine, Feb. 2004)

The Mentoring Bridge Program is not meant as a replacement to your organization's current mentoring effort. It is the perfect complement to both informal and formal mentoring. Leadership Technologies offers a formal mentoring program, *The Mentoring Partnerships* program, and a variety of mentoring products and tools. Please visit our website for more information at www.leadershiptechnologies.com.



The Mentoring Bridge Training Workshop:

Suitable for: All levels and categories of employees; both mentors and mentees from novice to experienced; team leads, supervisors and managers; program coordinators.

Size of the Class: Maximum desired capacity is 40 participants

Training Module – Introductory Workshop, 8:30 am to 3:00 pm

The Mentoring Bridge – Introductory Workshop

Module I. Introductions

- Workshop Objectives, Format and Query
- How Important is Mentoring?
- Today's Topic

Module II. Brief Overview of Mentoring

- Definitions
- Video Case Study – *Jeff's Decision*

Module III. Building the Mentoring Partnership

- Mentoring Fundamentals
- Sharing Exercise
- Partnership Foundation
- Agenda, Guidelines and Themes

Module IV. Starting a Mentoring Partnership

- Self – Work
- Competencies Exercises
- Knowing the Rules of Engagement
- Phases of Mentoring
- Ending the Mentoring Partnership

Module V. Selecting a Mentoring Partner

- Choosing the Right Partner
- Selection steps
- Where to Look
- The Mentoring Interview
- Resources for Mentors and Mentees

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