



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

- **Human Resource Management—**

Manages the process for aligning human capital with organizational goals.

- **Initiative—**

Proactively makes things happen. Evaluates self and others and takes positive corrective action. Is self-disciplined.

RELATED COMPETENCY CATEGORIES:

- **Professionalism—**

Projects an image of maturity and integrity that creates credibility.

- **Accountability—**

Demonstrates personal responsibility. Holds self and others accountable for outcomes that are in alignment with the direction of the organization.

- **Interpersonal Skills—**

Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization.

Mentorship: Launching an Initiative

SUMMARY

Mentoring is a powerful approach by which one person, with relevant experience, helps another person, with lesser experience, to do their job more effectively and progress in their career. While mentoring is often provided in an informal manner, organizations are recognizing the power of establishing a formal approach to mentoring to help emerging talent gain a solid foothold in the organization.

CONTEXT

Studies show that a powerful way to engage employees, improve performance, and build loyalty is to create a mentoring program. Pairing less experienced workers with tenured workers, for example, can help keep the lines of communication open, demonstrate an interest in their long-term goals and success, identify opportunities to meet those goals, and assist in succession planning by passing on values, expertise, and experience.

After completing this module, you will understand the benefits of mentor-learner relationships in the workplace and delineate between mentor, friend, and coach. You will discover the necessary qualities of a mentor, how to pair mentors with learners, and tools for launching and sustaining a successful mentoring initiative.

At the completion of this module, participants will be able to:

- Define the mentor-learner relationship and the qualities of an effective mentor
- Apply the essentials for launching a successful mentoring initiative
- Use techniques for sustaining success

“Leaders aren't necessarily the first to cross the finish line...Leaders are the first to bring all of their people across the finish line.”

—John C. Maxwell