

# Establishing an Effective Mentoring Program (EMP)

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## DESCRIPTION:

Establishing a successful mentoring program that focuses on the development of employees and has long-term sustainability is a complex undertaking. Three elements need to be in place to achieve superior results: Readiness (creating organizational understanding, interest and commitment to mentoring) Opportunity (identifying learning opportunities and providing option forms of mentoring) and Support (build an infrastructure that will ensure sustainability and accommodate changes and improvements). The R-O-S Model frames a sequence of connected learning experiences that guide participants through the practicalities of implementing an effective mentoring program (EMP), and embedding it so as to ensure sustainability.

In this six-hour course, participants will broaden their understanding of the steps required to establish an EMP. They will learn the requisite strategies for creating organizational readiness, providing an array of learning opportunities, and building in appropriate mentoring support.

## COMPONENTS:

- Interactive experiential format
- Case study
- Role play
- Mentor pair matching exercise
- Completion of an EMP Assessment
- Mentoring Culture Audit
- Program Development Action Plan
- Program Development Handbook
- Copy of Creating A Mentoring Culture: The Organization's Guide
- Laminated cards
- Program Development Worksheet

## TARGET AUDIENCE:

- Mentoring program developers, program committee members, HR managers, mentoring managers