



Mentoring For Team Development

Introduction/ Overview of program:

The ascendance of knowledge age and the transformation of workplace into an environment of continual learning have made mentoring an increasingly attractive tool for employee development. Organisations in which managers mentor as part of the organization's strategy to promote continuous learning and promote a number of other goals that should create a work culture of difference.

The top management gurus expect all senior managers/ leaders and supervisors to serve as mentors to junior members of the team with whom they work. Some organisations assign buddies whose expressed role is to assist the new / junior member of the team to build their skills to perform the day to work better and more efficiently. The programme helps the participants in learning the intricacies of mentoring process. The mentors and mentees both get benefitted by the programme.

The objectives of the Programme:

The half a day workshop on art of mentoring is very enriching experience for participants and helps the organisation in developing the leaders of tomorrow. The program objectives are as follows;

- Improvement in job performance by improving the relationship among the mentor and mentee.
- Acceleration of learning by creating the environment of continuous learning and helping the mentees to become productive as soon as possible
- Empowerment of the employee by learning to enhance the self esteem of mentors and mentees with expectation of success and contribution to development.

Who should attend:

Programme is highly relevant for supervisors and managers at all levels having teams and intending to make their team members highly productive, empowered and matured in minimum possible time and minimum financial investment by transferring their tacit learning and experience acquired long period.

Duration: One day

Course Content:

- Importance of employee development
- Role of reporting managers for employee development
- 70:20:10 Rule of development
- On the job learning and supervisor's contribution
- Defining the mentorship and role of a mentor
- Organizational Models of mentoring
- Benefits to mentor and mentee
- Developing the qualities of mentoring
- Supporting mentee for goal setting and supporting them for goal achievement
- Motivating the mentee for speedy learning

Benefits to Participants:

Mentoring programmes are typically instituted to promote learning, productivity, retention of the employees. The training programme is however directed towards mentors but the beneficiaries of the programme are both the mentors and mentees. Even the organization get benefitted directly by this programme. The participants (mentors) can expect the following benefits;

- To learn how to impart the on the job learning to team members to support them in speeding up getting matured and getting higher production.
- Learn how to transfer tacit learning and provide their team members with richer experience
- Learning the art of developing their team members with minimum investment
- Learning the art of motivating the team members by supporting them in achieving their career goals
- Learning the how to get benefitted by diverse knowledge of their team members.

For more information Contact:

Rakesh Sharma

Mob: 9810221448

Sharma.rakesh3020@gmail.com

Rakesh.sharma@primeps.com