



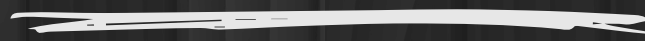
# EFFECTIVE MENTORING PROGRAMS IN ORGANIZATIONS

**COURSE PRICE: \$2,155**

## **COURSE OVERVIEW:**

This course is designed for HR professionals, team leaders, and senior management interested in creating impactful mentoring programs within their organizations. Mentoring plays a crucial role in employee development, knowledge transfer, and leadership cultivation, contributing significantly to organizational success and employee satisfaction.

Through this course, participants will gain insights into designing, implementing, and evaluating effective mentoring programs tailored to their organization's goals and culture.



## **WEEK 1: MENTORING PROGRAM DESIGN**

- Introduction to mentoring and its importance in organizational development
- Understanding organizational goals and culture
- Designing a mentoring program framework
- Establishing program objectives and key performance indicators (KPIs)

## **WEEK 2: MATCHING MENTORS AND MENTEES**

- Identifying mentor and mentee characteristics and expectations
- Developing effective matching strategies
- Facilitating mentor-mentee introductions and relationship building
- Addressing challenges in mentor-mentee matching

## **WEEK 3: TRAINING AND SUPPORT FOR PARTICIPANTS**

- Providing mentor and mentee training sessions
- Equipping mentors with coaching and communication skills
- Supporting mentees in setting goals and navigating the mentoring relationship
- Implementing ongoing support mechanisms for mentors and mentees



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## WEEK 4: EVALUATING PROGRAM SUCCESS

- Importance of program evaluation and continuous improvement
- Designing evaluation metrics and feedback mechanisms
- Collecting and analyzing feedback from mentors, mentees, and stakeholders
- Using evaluation findings to refine and enhance the mentoring program

## COURSE CONCLUSION:

- Review of key takeaways and learnings from the course
- Action planning for implementing or enhancing mentoring programs within participants' organizations
- Resources and tools for ongoing support and development in mentoring initiatives

**By the end of this course, participants will be equipped with the knowledge and tools to launch or enhance a mentoring program, fostering a culture of learning, development, and support within their organization.**