# *LDSH 151:  Mentoring

Length: 14 hours
Dates:  May 05 - June 15 (Online)

A mentor is someone who has expertise that will benefit another person. Successful mentoring programs encourage employee engagement, spread institutional wisdom and develop organizational performance. Mentored individuals typically are more committed to the organization, adapt more easily to organizational change and demonstrate accountability.

Participants in this program will be able to distinguish mentoring from other leadership and management tools, they will create successful learning partnerships that will empower performance through accountability. Participants will be provided a copy of The Elements of Mentoring by W. Brad Johnson and Charles R. Ridley to support the course objectives.

Program objectives include, distinguishing mentoring from supervising, training, and managing, explain the phases of mentoring, support powerful goal setting, manage the mentoring relationship and use tools to increase creativity, problem solving and decision making.

### Module 1:     Distinguishing Mentoring

- Define what a mentoring relationship is. And, differentiate coaching, supervision, managing and training from mentoring.
- Link company vision, mission and organizational strategy to mentoring objectives.
- Assess personal attitude, knowledge and skills for mentoring.
- Identify the qualities of a great mentor and a good protégé.

### Module 2:     The Mentoring Relationship

- Describe the phases of a mentoring relationship.
- Establish a perspective to ground the mentorship.
- Effectively prepare for the mentorship program.
- Determine expectations, roles and responsibilities with a protégé.

### Module 3:     Developing Mentoring Skills

- Build on fundamental communication with advanced listening techniques
- Create results focused goals.
- Develop a mentor coaching model
- Facilitate learning by developing competency

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### Module 4:    Creating Sustainable Partnerships

- Practice different conversation models; engagement, learning, feedback and celebration.
- Solve problems by exploring old ideas with new thinking.
- Encourage effective decision making with alternative tools.
- Inspire creativity by "breaking the box"
- Address breakdowns effectively.
- Develop an individual development plan that will facilitate evaluation of the mentoring relationship.