

MENTORING

OBJECTIVES OF THE PROGRAMME

Mentoring has its origins in the practice of apprenticing an inexperienced individual to a master craftsman who passed on his/her knowledge of how the task was done.

In most large corporations the practice of informal mentoring has arisen, which on occasions has been highly arbitrary. Mentors have chosen protégés (mentees) for the wrong reason and often unproductive relationships and networks have developed. Today most companies have realised that a more structured approach is needed through which the mentoring relationship forms an integral part of a mentee's development and personal development plan (PDP). As a result, mentoring is one of the fastest expanding approaches to developing the key resource namely, people, in organisations.

Mentoring has been successfully utilised for a variety of different groups in organisations, such as:

- Recent recruits
- Employees appointed to new roles at all levels
- Individuals participating in a development programme
- Technical and specialised individuals
- Managing diversity

LEARNING OUTCOMES

By the end of the programme, participants should be able to:

- Develop an understanding for the place and value of mentorship in the organisation
- Have an improved awareness of the main issues in the mentorship partnership
- Apply mentorship models, techniques and processes
- Exploit the mentoring relationship to improve return on investment for training
- Consider mentorship within the context of their own careers



Who should attend?

The mentoring programme would be beneficial for:

- Existing and aspiring mentors
- Organisational consultants leaders and managers
- Professionals operating in highly people focused environments
- Individuals interested in substantive personal development

Mode of delivery:

Face-to-face OR Online

Duration: Face to Face



2 Days

Duration: Online



4 Weeks

Accreditation:

- After the successful completion of the programme, the student will receive a certificate issued and endorsed by the UFS.
- All short learning programmes can be customised and offered on an in-house basis.
- Notional Learning Hours: 70
- Academic Level: 5

Enquiries:

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PROGRAMME OUTLINE

Mentoring

- Definition of a mentor
- The importance of mentoring
- The key roles of mentoring
- Mentoring tasks (process)
- Characteristics of an effective mentor
- Suggested responsibilities of the mentee

The benefits of mentoring

- To the organisation
- To the learner
- To the mentor

Managing the mentoring relationship

- The first meeting
- The mentoring contract
- Progress review
- The different stages of a mentoring relationship

Mentoring pitfalls

- Power alignments
- Work organisation problems
- Breaches of confidentiality
- Problems between mentor and mentee
- Work organisation problems
- Breaches of confidentiality



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14 Days

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