



# Mentoring skills for mentors and mentees



This **full day** workshop is a highly interactive and practical course which provides leaders and their mentees with practical skills and tools to ensure the success of a mentoring program.

**TARGET AUDIENCE:** Leaders developing organizational talent through mentoring  
Mentees considering involvement in a mentoring program  
The workshop can be for mentors only or for a combined group of mentors and mentees

## COURSE OUTLINE

### Many mentoring programs fail

All of the common reasons for failure of well-intentioned programs are named and dealt with – ensuring participants engage the day with a positive focus

### Identifying the positives

For the organization  
For the mentor  
For the mentee

### Adjusting for personality Type

The pitfalls of projecting 'my' preferences onto the mentee  
Techniques and practical tools for adjusting to mentee learning preferences

### Essential knowledge

What to do  
What to avoid  
Prior to the first meeting  
Content for first meeting  
Content for ongoing meetings

### Embedding the skills

Facilitation of positive outcomes  
Pushing the mentee's boundaries

## ADDITIONAL OPTION

Refresher workshop (after 4 to 6 months of the program) to embed the new skills and deal with inevitable obstacles

## COURSE OBJECTIVES

At the end of the workshop, participants will:

- Understand why past mentoring programs may not have worked
- Be aware of the critical role of mentoring in people development
- Have confidence to embark on new mentoring relationships with a positive attitude
- Have practical skills and tools to underpin success

### About the presenter

Barry O'Sullivan has provided leadership coaching to over 350 leaders in the past nine years, following 22 years as a partner with KPMG. He also coaches leadership teams and Boards. He brings business, coaching, acting and personality type insights and skills to the workshop.



"We'd tried mentoring once before and the program withered away within a year. I now understand why. With the benefit of today's workshop and especially Barry's templates, I'm very confident I can now make my mentoring relationships work positively."