



Mentoring Solutions Overview

Different Solutions for Different Situations

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Background: Since 1978, I've helped over 150 organizations in all sectors to develop and implement successful **Formalized Mentoring Programs** (and Skill Coaching Programs when needed). From this broad experience, I learned that “one-size-fits-all” does not work. That simplistic **Mentoring Announcements** to “do-your-own-thing” seldom produce intended results. That partially planned **Mentoring Initiatives** still don't produce results that justify the time and expense invested. I've also learned how to combine best practices from Education (using the right Interventions) and from Business (producing intended Results) to design and deliver appropriate Mentoring Solutions for each situation: each group and purpose.

Below, are types of Formalized Mentoring Programs that produce intended results, such as developing competencies needed to function successfully. An essential component is **Training** on HOW to engage in mentoring that develops a good relationship and attains desired goals. I've trained over 40,000 participants – and over 300 Trainers – to benefit from our **Mentoring for Results** Activities and Materials such as:

- **Mentoring Style Indicator** (MSI) enables mentors to provide assistance proteges need and will utilize.
- **Protege Needs Inventory** (PNI) enables mentors to provide needed expertise that achieves associated goals.
- **Mentoring Action Plan** (MAP) enables mentoring partners to convert Talk into Actions that produce Results.

Examples of Formalized Mentoring Programs for different groups & purposes:

- **Mentoring grade 4-12 Youth** so they learn about careers that match their talents and aspirations. Over 16 semesters, I did R&D on 300 of my undergrads mentoring over 1,000 Youth – helping them carry out a Mentor-Assisted Enrichment Project, which also involved STEM Professionals. We discovered essential components for creating a **Talent / Workforce Development Pipeline** (comprised of Youth + Undergrad-mentors + STEM Professionals).
- **Mentoring college interns** so they learn about the sponsoring company and what position/job best suits them as a new hire. (This saves recruiting dollars.)
- **Mentoring new hires** to feel welcome, get up to speed faster, begin preparing for career development, and remain with the company; reducing turnover pays for such mentoring. (*MSI & PSI for New Hires* were developed for this.)
- **Mentoring career exploration** so the right career path is taken for the right reasons. (e.g., you don't want unprepared “techies” take the managerial path when they should not, because this hurts their career and the company.)
- **Mentoring career transitions** so proteges are properly prepared and will be successful. (*MSI & PSI for Career Development* enhances successful transitions.)
- **Mentoring succession planning** to support talent development courses and to gain wisdom and practical know-how from C-level Officers to “run” the organization. (*MSI & PSI for Developing Leaders* provides structure for this.)
- **Mentoring/coaching improved Person-Job Fit** so one's typical style of functioning better matches what the job or position requires. (This reduces turnover and improves performance.)

See my two eBooks – ***Mentoring Relationships that Work*** and ***Situational Mentoring*** – available at www.amazon.com or www.smashwords.com