

***Mentoring Solutions* for Career Development.**

Career Development used to prepare qualified workers for Career Advancement up the Organizational Hierarchy. This still occurs, but mentoring now mostly helps workers expand their career functions to do something more challenging, or explore career possibilities, when advancement is not possible. Here are some of many examples.

All these ***Mentoring Solutions*** – and others not listed – developed the **Diversified Workforce**.

Career Expansion Mentoring Programs reduce turnover by engaging Proteges in challenging activities:

1. Proteges helped create better new products and get them to market faster at **AT&T Consumer Products Labs** (this made money; reducing turnover saved money; both paid for this Program).
2. An Executive Mentor equipped and empowered a high-potential Protege to work with the Training Department to create first-ever Project Management Courses at **Varian Associates**, turning a money losing Division into a Profit Center.

Career Exploration Mentoring Programs enable individuals to learn about career path options and realities so they make the best decision for themselves and the organization:

3. We helped the **Women's Information Network** promote Career Exploration at Sara Lee Hosiery.
4. Mentoring aided Career Path Exploration and Transfer within the **Saskatchewan Government**.
5. Cross-functional Mentoring facilitated Lateral Movement within the **Ontario Public Service**.

Career Development Mentoring Programs often involve learning core competencies needed to transition into a higher position and function successfully:

6. Our Global Mentoring Program developed "oil riggers" to transition to new positions at **Chevron**.
7. Public Sector Leaders developed Core Competencies throughout the **British Columbia Govt**.
8. Physicians learned how to manage **Kaiser Permanente Clinics**.

Overview of Mentoring Solutions™

These examples illustrate that one-size-fits-all will not work, because each situation is different – with different business reasons for starting, different kinds of participants with different needs and goals, which require different mentors and mentoring.

Each of the Mentoring Solutions below was successful because each involved a Mentoring Expert (from Corporate Mentoring Solutions Inc.), who facilitated **Collaborative Program Planning** with a group of key stakeholders in order to design and implement the right kind of Formalized Mentoring Program. AND, each provided **Mentoring for Results™ Partner Training** so that Mentor-Protege Partners engaged in actual mentoring throughout the training process. This developed good mentoring relationships and produced faster goal attainment to satisfy the business reason (case) for launching each Mentoring Program.