

Mentoring Solutions for Developing Leaders.

Some Programs create a leadership development pipeline. Some rotate future leaders through current leaders to overcome “silo thinking.” Some Programs are linked to and support other programs, such as Talent Management, to enhance overall success.

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

1. Rotational Mentoring enhanced Succession Planning at **Winthrop Pharmaceuticals**.
2. Technical Leaders developed Emotional Intelligence at **NCR**.
3. We helped the **Womens Foodservice Forum** developed its female members into Executives.
4. Global Executive Leaders mentored their replacements at **SNC Lavalin**.
5. Multi-tier Mentoring developed Leaders at **Defense Supply Center Columbus**.
6. Mentoring developed Emerging Leaders at **Darden Restaurants**.
7. Executive Mentoring enhanced Talent Management at **Sony Electronics**.
8. Mentoring developed core competencies in 450 Managers of **White Castle Restaurants**.
9. Rotational mentoring, Peer mentoring and Group mentoring developed Leadership Competencies needed to graduate from a 2-year Masters Degree Program.

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 above 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.



Each Program 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.