

***Mentoring Solutions* for New Hires.**

All new hires are not the same. Some are fresh out of university, whereas others are 1-3 years into the job. Each group needs appropriate mentoring. Like a two-stage approach to orient newer hires and get them prepared for a career path. Or, dual mentoring provided by mentors with technological expertise and little people skills, plus a secondary mentor with people skills. Sometimes, mentoring must involve the entire family when reducing turnover is a family issue. Here are some of many examples:

1. We motivated summer Interns to become New Hires at **Brooklyn Union Gas**.
2. We reduced high Turnover of "Fresh Outs" (fresh out of university) at **Jet Propulsion Lab**.
3. We started a career development pipeline for Newer Hires at **PanCanadian Petroleum**.
4. We trained Resistant Mentors for Idealistic Proteges at **Norwest Bank**.
5. We overcame the reluctance of new Researchers to ask for help at **Eastman Kodak**.
6. Two-stage Mentoring prepared new Managers for a Paradigm Shift at **Brooklyn Union Gas**.
7. We created a Career Development Pipeline for New Hires at **Occidental Chemical**.
8. We oriented new Families at **Allegheny Ludlum Steel** to stop "family turnover."
9. We turned behind-the-counter Order-Takers into Sales Persons at **Purdy's Chocolates**.
10. We overcame Inter-Generational Conflicts at **Varian Associates**.
11. We converted a "one-size-fits-all" Mentoring Scheme for 300 mentor-protege partners into 3 distinctive Mentoring Solutions for **Shell Oil**.

Overview of Mentoring Solutions™

The examples below 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.

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