

Enhance Your Mentoring Programme

Develop Your Mentors

Leadership Mentoring – Learn to
Engage, Develop and Retain Your
Staff Effectively

Exclusively for individuals with more than 10
years of working experience

SAVOIR
ASIA

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WHY YOUR MENTORING PROGRAMME IS SET OUT TO FAIL

Majority of mentoring programs exist as part of the organization's talent management strategy to help new hires or future leaders learn the ropes from someone senior in the company. While a good initiative, many of such programs fail, and often because:

- the motivations of mentors are not considered,
- people lose interest and don't sustain relationships,
- people experience personal dynamics or generational issues,
- mentees have fuzzy goals,
- mentees scramble to come under the wings of someone with more seniority, influence and power.
- checkpoints are not clear

Without training, only 30% of mentoring relationships are successful. With training, this increases to 66%. – Research by Professor David Clutterbuck

Few organizations spend the time to understand mentors' motivations, train mentors or reward them for excelling in their roles. Existing training and mentoring programs also do not effectively equip mentors to understand and address people differences, provide the know-how to establish a trusting relationship or facilitate deep learning. As a result, organizations see little return on investment of the time and effort of such a programme, and are left wondering if it should be maintained.

INCREASE THE EFFECTIVENESS OF YOUR MENTORING PROGRAMME

Equip your mentors with eight of sixteen most important management competencies (as reported in the Harvard Business Review based on Zender and Folkman's research) to help them understand and address people differences, engage and develop them more effectively. Successful leadership based on a 2017 Global Human Capital Trends Review) is about team centricity, engagement and development, as well as knowledge-sharing.

Motivate your mentors to participate in a continuous learning flow, to tap on their younger colleagues, regard them as reverse mentors to learn about technology, work practices and the culture of younger employees.

Incentivize your mentors with growth platforms beyond the organization that gives them exposure to external leaders. While understanding how different functions, industries and technologies can collaborate or be combined, they also learn to appreciate the sense of community building.

Guide your mentees to develop clear goals for themselves to better utilise the mentoring programme.



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MENTOR DEVELOPMENT PROGRAM

8 Modules & 1 Communication Tool

Blended Learning with bite-sized online modules, in-class facilitation, on-the-job training, and reflective practices

- Develop key competencies to engage and develop people
- Demonstrate people development skills through mentoring practice
- Evaluate self and others to manage and build better relationships
- Broaden perspectives to tackle issues with and for others

Modules (Customizable)

1. Self Awareness with Emergenetics
2. Speaking in their Language
3. Introduction to Mentoring & Mentees
4. Motivational Strategies
5. Effective Questions for Greater Depth
6. Are You Listening
7. Feedback For Progress
8. Them-Centric Solutions

* Mentors also gain access to Growth Platforms for Leaders

MENTEE PREPARATION PROGRAM

In-class facilitation, activities and reflective practices that enables the mentee to:

- Evaluate one's goals and challenges
- Develop a personal development plan
- Apply mentor engagement skills



70%
Hands-On

20%
Classroom
Training

10%
Feedback

BENEFITS TO YOUR ORGANIZATION

- ✓ Nurture in leaders a mentoring and people development mindset to better develop, engage, motivate and retain employees
- ✓ Improve the learning and community spirit within the organization through knowledge sharing and promotion of diversity in thought
- ✓ Develop a culture of positivity
- ✓ Improved innovation and collaboration opportunities through exposure to trends and best practices from networking in growth platforms

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TESTIMONIALS

"The workshop opens up our mind to be able to see situations from different lenses. We are taught how to ask deep questions and get to the root cause of a problem. Thank you for your hard work in putting this course together with gamification where theories can be understood. Keep up your good work."

~ Andrew Tan, Group IT Head, SembCorp

"The workshop is well-structured with key concepts well-illustrated. The highlights of the workshop were the hands-on sessions following the delivery of each core concept. This allowed participants to immediately put to practise the concept learned and receive feedback on its application. In addition, the sharing of experiences by other participants are often thought-provoking, and mind-opening. Throughout the programme, we learned plenty of new ideas"

~ Tse Luen, AVP Group Strategy

"The pre-mentoring session was useful to help me think of the key questions i would like to ask mentors and how to structure my own career plans." ~Ray