



••• Mentoring

Apply skills to reduce turnover and increase employee satisfaction

••• The Experience

Mentoring is one way to transfer expertise and knowledge to new workers. Mentoring has been proven to reduce turnover and increase employee satisfaction. This course provides an opportunity for a mentor and his/her protégé to work together, learn about each other, and determine the most successful working relationship. Techniques are provided for mentors and protégés to learn about one another, identify interaction guidelines, and set mentoring goals. Participants will discuss and practice the components of being an effective mentor and protégé, and develop a plan to ensure the effectiveness of the relationship.



Objectives:

After completing this course, you will be able to:

- Define your role and responsibilities as a mentor or protégé in the mentoring process.
- Understand the phases of mentoring and the activities in each phase.
- Understand your mentor's or protégé's interaction style.
- Set and manage expectations for the mentoring relationship.
- Listen with openness and understanding.
- Provide supportive feedback.
- Coach mistakes without commanding or criticizing.

Key Outcomes

- Improved employee satisfaction.
- Increased employee mobility and career progression.
- Reduction of turnover.

Course Design | This course is designed for the mentor and protégé to attend together.

Duration | This course has a 4-hour agenda.

Target Audience | Manager of Managers, Manager of People

• • • For more information about **Mentoring**, please visit www.gpstrategies.com.



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