

# 8 Success Factors for MENTORING

strategic partners

*A complimentary eBook by Mindy Zasloff*

# + WHAT'S INSIDE

In my 20+ years of experience I have found that Mentoring **is the most effective** way to affect change in an organization. In this eBook you will find **8 Success Factors** that must be addressed in order for any Mentoring program to be successful. You will also find **first steps** on how to ensure your Mentoring program is successful in all eight areas. Happy Reading!

*Mindy*

Mentoring Practice Leader and  
Senior Consultant for  
**Strategic Partners, Inc.**



*Culture \* Leadership \* Management Practices \* Systems \* Organization \* Communication \* Roles \* ROI*



# CULTURE

cul\*ture |'kəl ch ər|

n. *the distinctive ethos of an organization that influences the level of formality, loyalty, and general behavior of its employees.*



**Conduct a cultural assessment**

**Determine** what type of mentoring program would work best in the organization: one-to-one, peer, group, reverse...

**Outline** recommended changes to the culture to prepare for one-to-one, peer, reverse or group mentoring

**Understand** the mentoring needs of the various generations



# + LEADERSHIP



*n. process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task.*

- **Engage and train** leaders in their roles in implementing mentoring




- **Brief** leadership on their responsibilities to support the process



# MANAGEMENT PRACTICES

Man\*age\*ment |<sup>l</sup>manijmənt|

*n. the act of getting people together to accomplish desired goals and objectives using available resources efficiently and effectively.*



**Examine**  
management  
practices such as  
performance  
management  
systems,  
individual  
development  
plans, and make  
recommendations  
as to how to  
reinforce  
mentoring



- **Recommend and implement** on-line matching systems

- **Design and implement** web-enabled, on-line support and special tools that will reinforce the mentoring program

## + SYSTEMS

*n. a set of connected things or parts forming a complex whole, in particular.*

# + ORGANIZATION

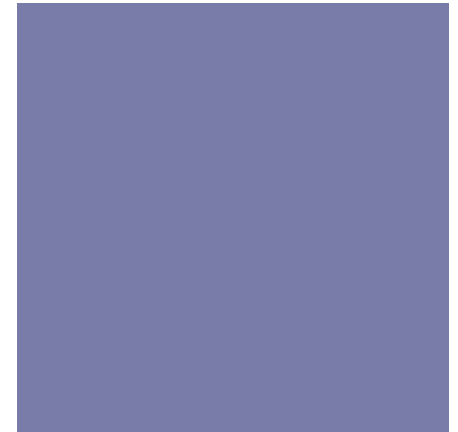
n. a social group which distributes tasks for a collective goal.

- **Provide in-depth training** to facilitate the start-up of the mentoring relationship including:
  - Goal Setting
  - Establishing commitments
  - Conversation Starters
  - Troubleshooting/dealing with problems in the mentoring relationship
  - Encouraging dialogue/listening
  - Sharing stories and experiences
  - Connecting with others
  - Debriefing learning experiences
- **Provide** training to help facilitate mentoring throughout the organization
- **Provide** online tools to help mentors and mentees





**Assist in putting  
together a  
complete  
communication  
plan for the  
process**



# COMMUNICATION

*n. the successful conveying or  
sharing of ideas and feelings*





# ROLES

role |rōl|

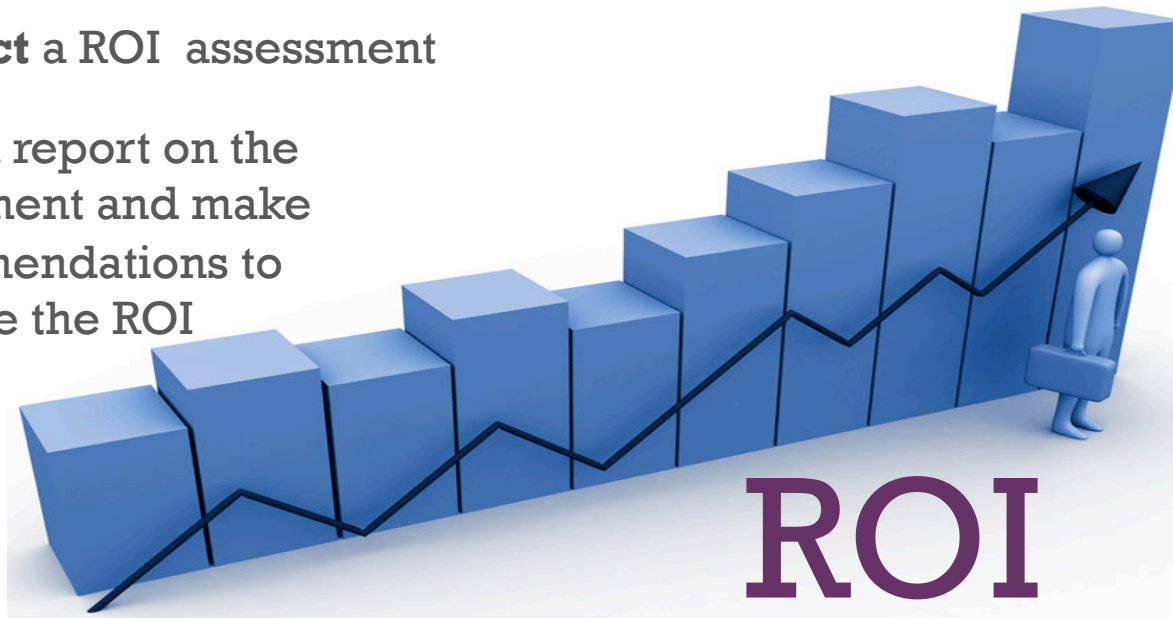
n. *the function assumed or part played by a person or thing in a particular situation.*



- **Outline** the roles of the mentors, mentees, supervisors, leaders, etc.
- **Train** people in their roles



- **Decide** upon the measurements/ success factors that will be used to evaluate the mentoring program
- **Conduct** a ROI assessment
- **Write** a report on the assessment and make recommendations to increase the ROI



- **Design and Provide** mentoring sustainers:
  - Monthly or quarterly calendar of learning activities
  - Webcasts on variety of development topics (job satisfaction, identifying interests, job enrichment)
  - Coaching for mentors and mentees

Return on Investment

*n. a performance measure used to evaluate the efficiency of an investment or to compare the efficiency of a number of different investments.*



## about the author

Mindy Zasloff

For information on how to implement a Mentoring program in your organization please email [info@spisolutions.com](mailto:info@spisolutions.com)

Mindy L. Zasloff, MBA, is the Mentoring Practice Leader and Senior Consultant for **Strategic Partners, Inc.**

She is an international consultant with more than 20 years of experience in Human Resources, Organizational Development, and Training Design & Delivery specializing in:

- Mentoring
- Career Development
- Leadership and Supervisory Development
- Executive Coaching
- Teambuilding
- And Much More...

Mindy's experience consulting with organizations and government agencies ranges from small local to large global companies, and from business startups to the Fortune 500. She has successfully helped companies and agencies design, implement, and sustain amazing mentoring programs. She and Strategic Partners, Inc. would love to help you make your mentoring program a success!

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