

## **Actual objectives of a real mentoring programme**

**These are the objectives I agreed with a client that indicate the outcome we sought from a mentoring programme linked to the Mentoring in the Workplace Certificate.**

1. Tangibly showing that senior managers care enough to make real efforts to help others learn.
2. Differentiating positively against the practices of competitors.
3. Tapping into the desire of already busy, capable people, to become a pool of mentors.
4. Retaining more quality, ambitious people than would have stayed without such a programme.
5. Significantly accelerating the rate of learning and its application to the real workplace.
6. Providing natural opportunities for positive career advice and guidance.
7. Gaining cost effective workplace learning by keeping all parties on site throughout.
8. Making steps to develop talent by real succession planning, and fill posts from within.
9. Improving learning and awareness across the organisation via the paired relationships.
10. Developing skills and knowledge in mentors with applications in many other contexts.
11. Highlighting those with a desire to learn and develop and those who do not!
12. Over time, enhancing the reputation of the organisation, for instance in the recruitment market.
13. Demonstrating the commitment of senior management to investing in, and developing people.
14. Growing new mentors from the mentees, and creating a culture of mentoring.
15. Giving volunteer mentors a chance to make known their value to the organisation.
16. Generating energy and ideas that would not have otherwise had a chance to grow.
17. Providing plentiful development opportunities for the mentors.
18. Alerting mentors to issues within the organisation that need attention that they wouldn't have otherwise known about.

**Andrew Gibbons**

Downloaded free from: [www.andrewgibbons.co.uk](http://www.andrewgibbons.co.uk)