



# POWERMENTORING®

## FOSTERING POWERFUL PARTNERSHIPS

### WHY IS THIS CRITICAL?

Sustainable and easily accessible knowledge-sharing is a best-practice and a low cost way to develop and engage today's diverse workforce.

- Learning powers engagement - development and growth are top engagement drivers.
- Mentoring fosters inclusivity; diversity efforts are optimized.
- Successful learning relationships use resources wisely.
- Learning must be ongoing, self-driven, goal centered, reciprocal and measurable.
- Employee potential and knowledge transfer are optimized.

### WHAT IS IT?

- Self-paced or instructor-led learning experience.
- Web-based or "file folder" design tool combines actions and "real" playing.
- Guide for mentors to develop the skills to facilitate flexible, fresh and adaptable learning relationships.
- A practical tool that can be used "real-time" to enhance mentoring relationships.
- Unique design can energize and support existing mentoring programs.
- Complements PowerMentoring® for Learning Partners.

### HOW IT WORKS

**PowerMentoring's®** four-step design integrates a series of innovative exercises and activities that encourage mentors to:

- **Extend Your Reach:** Clarify the learning adventure.
- **Listen, Don't Preach:** Understand your learning partner.
- **Do More Than Teach:** Bring your experiences to life using stories, dialogue, experiences, and connections.
- **Define Actions for Each:** Overcome barriers, energize actions and report back.

### OUTCOMES

Utilized during a learning experience or as an aid in mentoring relationships, mentors will:

- Develop valuable mentoring skills without a huge investment of time.
- Use a practical template to standardize the process and reach milestone markers.
- Access creative methods to share their knowledge, beyond traditional teaching.
- Encourage cooperative and collaborative learning partnerships.
- Learn, develop and be more engaged as they participate in this unique mentoring relationship.

Today's world of business is relentlessly competitive. Organizations are streamlined to the point where they must efficiently and effectively maximize the knowledge, skills and abilities of a very diverse workforce to survive - let alone thrive. To maximize learning, it should be ongoing, self-driven, goal centered, reciprocal, and measurable.

"Mentoring, when combined with training, increases a manager's productivity by 88%."

– American Society for Training and Development

