



POWERMENTORING® FOR LEARNERS

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.
- To get the most out of mentoring, both mentor and learner must skillfully manage their relationship.
- Employee potential and knowledge transfer are optimized.
- Goal centered mentoring becomes measurable and ensures successful outcomes.

WHAT IS IT?

- Self-paced or instructor-led learning experience.
- Web-based or "file folder" design tool combines actions and "real" playing.
- Learning guide develops the skills and provides practical to do's to help learners build collaborative and reciprocal learning relationships.
- A practical tool that can be used "real-time" to enhance mentoring relationships.
- Can supplement existing mentoring programs to ensure optimal and measurable results.
- Complements PowerMentoring® designed for the mentors.

HOW IT WORKS

PowerMentoring® for Learner's four step design integrates a series of innovative exercises and activities that encourage learners to:

- **Get In the Zone:** Clarify the learning adventure.
- **Make Your Needs Known:** Define your milestones and touchpoints.
- **Discover Skills to Hone:** Four dynamic methods to energize learning.
- **Assess How You've Grown:** Overcome barriers, plan strategic actions, and expand your role and visibility.

OUTCOMES

Whether utilized during a learning experience or as a "real time" aid in mentoring relationships, learning partners will:

- Recognize their role in collaborative learning relationships.
- Develop valuable skills without a huge investment of time.
- Follow a practical template to standardize the mentoring process and reach milestone markers.
- Learn to manage their time to fast-track learning and transfer of knowledge.
- Expand their learning opportunities and connections to further support their individual development plans.

Today's employees want to learn, grow and contribute while achieving success in the process. 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. Learning can be ongoing, self-driven and reciprocal. Learning through mentoring is not only efficient development, but critical to retaining and engaging talent.

"35% of employees who are not being mentored within the first 12 months of being hired, are actively looking for a job."

– Business Week

