Overview

This outlines a comprehensive mentoring program, focusing on goal setting, leadership development, and progress evaluation. The program aims to foster professional growth, enhance leadership skills, and support career progression through targeted mentoring sessions, use of appropriate assessment tools and networking opportunities.

1. Goal Setting

Objective:

To set clear, measurable goals for mentees and create actionable steps for achieving them. The program will define success criteria, timelines, and milestones for goal completion.

Example Deliverables:

- SMART goal framework, action plan & accountability structure.

Time and Measure:

- Actionable Steps: Clear goals, timelines, and measures of success will be established.

2. Leadership Development

Objective:

To introduce mentees to effective leadership principles and provide the tools, techniques, and theories that aid in developing capable leaders. This will cover leadership competencies, including development, and driving performance.

Example Deliverables:

- Leadership in action, theories of leadership, evaluating leadership style, leadership tools and techniques, including EQ self-assessment, completion of Leadership Circle Profile™ (LCP)

Time and Measure:

- Actionable Steps: Mentee acquires tools, theories, and strategies to improve leadership effectiveness.

3. Mid-Program Catch-Up and Networking

Objective:

A half-day session will assess progress, discuss challenges, and identify opportunities for growth and facilitate introductions to relevant professional network.

Example Deliverables:

- Progress review, challenges & networking opportunities, focus areas for future.

Time and Measure:

- Actionable Steps: Revised goals, action plans, and networking connections for continued growth.

4. Evaluation and Next Steps

Objective:

Evaluate whether all goals have been met or if further sessions would be beneficial.

Example Deliverables:

- Final evaluation & future recommendations

Time and Measure:

- Actionable Steps: Final progress report and recommendations for the future.