



Applied Mentoring®



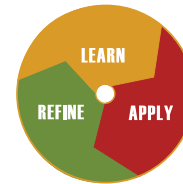
Amazing Results: The Mentee Essentials Course is 400% more effective than traditional training and increases critical Mentee skills up 68% while producing a 450% return on training dollars spent. No wonder our customer satisfaction rating is nearly perfect!

Deliver Outstanding Mentoring Experiences

Mentoring is critical to all successful companies because it both develops and retains world class talent. Yet, many outstanding leaders struggle when placed in a mentoring role. This Applied Mentoring course fully prepares mentors to deliver outstanding mentoring experiences by employing the Learn, Apply and Refine model.

Learn, Apply, Refine

The Applied Mentoring course leverages three powerful principles to build highly skilled Mentors-



1. **LEARN** Students will internalize only the most important and effective mentoring skills (known as the "C.O.R.E. 4") through workshops and one on one coaching sessions.
2. **APPLY** Students' skills dramatically improve through guided application of the C.O.R.E. 4 while they conduct actual mentoring sessions.
3. **REFINE** Real-time and individualized feedback with a Certified Mentor Coach significantly accelerates the learning curve.

Key Components of Applied Mentoring

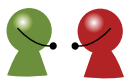
To ensure an optimal experience for all students, this course has combined four very important components-



Forum Workshop

The course begins with a six hour – two part workshop.

- * The morning session fully equips and prepares students to be a successful Mentor.
- * The afternoon session matches each student up with an actual Mentee and requires them to deliver a real mentoring session.



Coaching Sessions

Each participant receives 24 weeks of personal coaching with a Certified Mentor Coach. Phase one = four one-on-one scheduled coaching sessions (via teleconference) over ten weeks. These sessions are designed to provide consistent feedback, accountability and instruction to significantly raise their Mentoring abilities. Phase two = Thirteen more weeks of unlimited "as needed" access to a certified coach to address real time challenges and situations.



Mentoring Sessions

It's not what you know, but what you do with what you know that matters. This course is very application heavy and requires students to consistently apply what they learn. Therefore, three actual mentoring sessions and a Triad meeting will take place during the course.



TRIAD Sessions

When appropriate, Triad meetings (info sharing event between Manager, Mentor and Mentee) are assigned to foster alignment and support for the Mentee.



Equipping Mentors for Success

Applied Mentoring offers the most critical information and tools in order to equip students for success. Below is a look at the impressive “tool box” they will receive-

Principle	Tool(s)	Acquired Skills Students will be able to...
C Connect	1. Assessment Wheel 2. Definition of Success 3. Communication Survey Sheet 4. Mentor Speak	<ul style="list-style-type: none"> * Determine their proficiency with key Mentoring skills * Clearly state their Mentoring goals * Identify their and others' primary communication style * Communicate better with different personalities
O Organize	1. S.M.A.R.T. 2. Mind Mapping 3. Mentoring Session Sheet	<ul style="list-style-type: none"> * Teach and set realistic and achievable goals * Effectively break down complex Mentoring goals into a simple and effective Mentoring document * Effectively support and hold their Mentee accountable * Conduct an effective and organized Mentoring Session
R Respect	1. Respect Builder Sheet	<ul style="list-style-type: none"> * Build a mutually respectful Mentoring environment * Appropriately and professionally request respect building actions from their Mentee * Learn what respect building actions their Mentee asks of them
E Environment	1. Promissory Note	<ul style="list-style-type: none"> * Understand and control the tangible and intangible dynamics of the Mentoring environment * Build a trusting and effective Mentoring environment
Course Materials	1. Three-ring workbook 2. Winslow Assessment 3. "Mentoring" 4. "Difficult Conversations" 5. "Handbook for Leaders"	

Applied Mentoring 24 Week Program Calendar

Week 1	2	3	4	5	6	7	8	9	10	11-24
Winslow Personality Profile Assessment	Workshop Mentoring Session #1 	Out of class course work 	Coaching Session (30 mins. Teleconference) 	Mentoring Session #2 	Coaching Session 	TRIAD Mtng. * Mentor * Mentee * Manager 	Coaching Session 	Mentoring Session #3 	Coaching Session 	Unlimited "as needed" coaching contact