



Mentor Programmes: Flexible Course

This course is for those leaders who want to develop a broad base of the skills, knowledge and understanding needed to create or develop an effective mentoring programme in their organisation. It is specifically for leaders in any chosen mentoring offer from career to enterprise through to external mentoring to help them create or develop a strategy that works for their circumstances.

We will explore key principles of mentoring, how mentoring works, best practice resources, mentoring protocols and communication as self development, leadership and business impact tools. We support you in choosing your strategy and developing systems to action plan, review your and your team's progress and implement an effective programme with right outcomes for you.

We work with you and your team in a flexible way. We are able to provide a full, bespoke mentor programme design.

Flexible face to face support including planning resources.

This can include areas such as:

- **Planning** - Overall planning, design or review to maximise outputs and minimise risks
- **Support** - One to one/small group tailored support for the mentoring team & ambassadors
- **Strategy** - Attending planning or strategy meetings to help decision making
- **Stakeholders** - Support with the information/engagement for key stakeholders
- **Events** - Support with the creation or hosting of mentoring events or campaigns
- **Training** - Training packages for programme ambassadors & programme leaders
- **Resources** - Resource creation including guidance and best practice support

- **Communications** - Guidance for ongoing communications and updates
- **Professional Development** - Flexible modules for your mentoring team
- **Induction** - Support packages for mentors and mentees
- **Mentor Support** - Options for accredited training, qualifications and support
- **Culture** - Guidance on creating and develop an effective positive culture within your team

The options include a mixture of trainer led resources, discussions, self-assessment and sessions to bring the theory to life for you. Specialist mentoring aspects can be included such as diversity and inclusion, peer to peer, reverse mentoring and speed mentoring.