

ART OF MENTORING WEBINAR 17 November 2022 - How to build bench strength, keep talent, foster mobility and build careers with mentoring

QUESTION/ANSWER/COMMENT BOX

PRESENTER QUESTION

Do you have mentoring in your organisation?

AUDIENCE RESPONSE/COMMENT/QUESTION

Just completed staff reviews. We are trending in the opposite direction, as we offer all the things that are being flagged as priorities of employees. Flexibility number one priority of management strategy.

Yes, in my previous companies, but here in the current one, the challenge is in identifying eligible mentors to begin with.

Yep. Humanity is central to our organisation's management approach too.

What do you think of the model of mentoring presented?

sounds like ours, but only in 2nd year. Evaluations of pilot program requested more structure eg what to discuss etc

if a mentee chooses a couple of areas to be mentored in that maybe the mentor does not have experience in, would it work to introduce a third party for a particular area

PRESENTER RESPONSE

Often mentors introduce their mentee to someone in the mentor's network. It's up to you whether this is okay in your program, but this widening of networks is one of the generous ways that mentors can help the mentee to grow within the organisation

How do we show the management team on the cultural/behavioural shift in mentees?

Culture won't transform with a single program, but the mentees will influence and the flow-on effect of what your mentees learn will emerge over time. Don't forget mentors are great influential advocates, so get your senior leaders on as mentors to see it first hand. A culture that openly supports a human-centred opportunity like mentoring sends a message to its people about what the senior leaders feel is important. Get them to advocate and visibly support it.

If you aren't already planning on discussing, please touch on "group mentoring." Thanks!

You'll find the same principles of effective design and implementation apply. It will have to have group leaders, who are trained in group facilitation.

How are you using mentoring we are using ours to improve our people's experience

Does this model of mentoring align with your thoughts? yes it aligns

we find our Pacific and Māori colleagues want to start in a collective relationship when designing their own programmes. Our organisational programme connects 1:1 and mentors describe impact - sometimes up and out pof the org

Mentors commenting recently that they are being asked for career advice - but not feeling equipped so in their community of practice came up with steering mentees back to their own managers for development conversations

totally agree - we have partnered with our employee-led networks to deliver the mentoring programme and that has had a massive impact

We now have a Community of Practice for "mentoring leads" for employee-led networks, workstreams and regions. They are a community of practice. They do the matching based on mentee preference, and they also do the pulse checks. It really helps them get to know their people, and means we can all share the admin load. Currently we have over 200 people on the programme

Have you received Mentor or Mentee training? What did you think of it?

yes - really helped orient to the coach-like behaviours at the heart of effective developmental mentoring

If I want to continue to run mentoring programs each year is it a good idea to complete your mentoring organiser training which I saw on your sight and what would you recommend?

Yes, we offer Mentoring Program Management Training (MPMT)