

# Workplace mentorship goals examples

1. Reduce employee turnover
2. Increased engagement among employees
3. Employee succession
4. Promoting diversity and inclusion
5. Attracting and retaining top talent
6. Building up future leaders and high potential employees



## Sample Mentor Programs

**Jenn Labin**

## **Sample Mentor Programs:**

**How to Start a Student Mentor Program** Susan G. Weinberger,1992 This booklet discusses mentoring in general describes a particular mentoring program and describes mentoring efforts around the country The first section about mentoring in general focuses on mentoring as an old idea and current trends in mentoring The next section describes the Norwalk Mentor Program in Connecticut which began in 1986 as an outgrowth of a well established adopt a school program The six step process used to begin and maintain this program and to evaluate the success of the relationship between mentors and students is presented These steps involve 1 recruitment and screening 2 orientation and training 3 matching mentors and students and responsibilities 4 weekly sessions 5 evaluation and 6 year end celebrations and renewal The buddy system transfers and moves summer activities family involvement and new directions for Norwalk s mentor program are also described The third section presents an overview of mentoring efforts around the country Also included are a resource list sample recruitment letter sample mentor profile mentor pledge sample mentor agreement sample teacher request for a mentor sample parent permission letter sample mentor evaluation form and references ABL

## **Designing Workplace**

**Mentoring Programs** Tammy D. Allen,Lisa M. Finkelstein,Mark L. Poteet,2011-09-13 This book presents an evidence based best practice approach to the design development and operation of formal mentoring programs within organizations It includes practical tools and resources that organizations can use such as training exercises sample employee development plans and mentoring contracts Case studies from organizations with successful mentoring programs illustrate various principles e g how the mentoring program is aligned with other organizational systems and suggest best practice

contemporary strategies

**Mentoring Programs That Work** Jenn Labin,2017-02-15 Amazing Benefits Unique Risks A stellar mentor can change the trajectory of a career And an enduring mentoring program can become an organization s most powerful talent development tool But fixing a broken mentoring program or developing a new program from scratch requires a unique process not a standard training methodology Over the course of her career seasoned program development specialist Jenn Labin has encountered dozens of mentoring programs unable to stand the test of their organizations natural talent cycles These programs applied a training methodology to a nontraining solution and were ineffective at best and poorly designed at worst What s needed is a solid planning framework developed from hands on experimentation And you ll find it here Mentoring Programs That Work is framed around Labin s AXLES model the first framework devoted to the unique challenges of a sustained learning process This step by step approach will help you navigate the early phases of mentoring program alignment all the way through program launch and measurement Whether your goal is to recruit and retain Millennials or deepen organizational commitment it s time to embrace mentoring as one of the most powerful tools of talent development Mentoring Programs That Work will help your organization succeed by building mentoring programs that connect people and inspire learning transfer

[Handbook of Youth Mentoring](#) David L. DuBois,Michael J.

Karcher,2005-03-08 The Handbook of Youth Mentoring provides the first scholarly and comprehensive synthesis of current theory research and practice in the field of youth mentoring Editors David L DuBois and Michael J Karcher along with leading experts in the field offer critical and informative analyses of the full spectrum of topics that are essential to advancing our understanding of the principles for effective mentoring of young people The Handbook explores not only mentoring that occurs within formal programs such as Big Brothers Big Sisters but also examines natural mentoring relationships that youth establish with adults outside of such programs

[A Guide for Developing a Culture of Caring Through Nursing Peer Mentorship Programs](#) Deborah Kramer,2024-08-19 This book describes in detail how to develop successful programs of nursing mentorship utilizing concepts of caring that yields a strong caring body of nurses who will be nurse thrivers as they find fulfilment and meaning in their professional commitment and will train others to do the same The mentorship program is the ticket to success that many students need to complete their degree program prevent burnout pass the nursing NCLEX examination and remain in the workforce after graduation The current attrition rate in baccalaureate nursing programs is 25 50% as is the attrition rate in the first 2 years of employment of new RN s entering the workforce Burnout is due to a lack of care and support for helping the students navigate the rigor and demands of the nursing program Creating a community of learners with caring and support creates an environment that fosters academic engagement and success The unique aspect of this book is its focus on creating a caring environment to support the students helping them develop caring skills empathy resilience and their own self care developing the skills for success beyond their educational process into the workforce This book integrates all patterns of knowing personal aesthetic empiric and ethical and provides the missing link of peer mentorship necessary to the development of resilient emancipated nursing students and graduates capable of working in community with others to establish cultures of care in health care This is a must have resource for transformation of nursing education in the next century Foreword by Dr Margaret McClure

**SAMPLE: ABC and Me Mentoring Curriculum Series** L. Hale,2015-08-07 Finally an organized youth program with a variety of relevant all inclusive means and ways to encourage interpersonal growth increase acceptable social behavior and foster community and importantly self attentiveness This brilliant mentorship curriculum also promotes the establishment and the improvement of community mentorship programs Our mentorship program is precisely the support tool that mentors have been requesting Most of all young people learn to step up and stand strong against the daily challenges of peer pressure and learn how to make wholesome choices The ABC Me Mentorship Curriculum features structured activities practice sheets interactive groups and one on one sessions This successful program emphasizes the lifetime benefits of exercising safe behavior The youth and mentors enjoy a curriculum filled with strategic discussion prompts proven to create awareness and generate feedback from the youth The important conversations cover issues about violence substance abuse addiction gangs suicide risky sexual behavior self endangerment bullying low self esteem depression and more Additionally a special bonus found at

the end of each unit is an assessment used to monitor and examine the overall program implementation. The young people are encouraged and rewarded upon completion of each volume. A youth's success is only as good as the wisdom of the mentor.

**Developing Effective Student Peer Mentoring Programs** Peter J. Collier, 2023-07-03 At a time when college completion is a major issue and there is particular concern about the retention of underserved student populations, peer mentoring programs offer one solution to promoting student success. This is a comprehensive resource for creating, refining, and sustaining effective student peer mentoring programs. While providing a blueprint for successfully designing programs for a wide range of audiences from freshmen to doctoral students, it also offers specific guidance on developing programs targeting three large groups of under served students: first generation students, international students, and student veterans. This guidebook is divided into two main sections. The opening section begins by reviewing the issue of degree non completion as well as college adjustment challenges that all students and those in each of the targeted groups face. Subsequent chapters in section one explore models of traditional and non traditional student transition, persistence, and belonging. Address what peer mentoring can realistically achieve and present a rubric for categorizing college student peer mentoring programs. The final chapter in section one provides a detailed framework for assessing students adjustment issues to determine which ones peer mentoring programs can appropriately address. Section two of the guidebook shifts from the theoretical to the practical by covering the nuts and bolts of developing a college student peer mentoring program. The initial chapter in section two covers a range of design issues including establishing a program timeline, developing a budget, securing funding, getting commitments from stakeholders, hiring staff, recruiting mentors and mentees, and developing policies and procedures. Subsequent chapters analyze the strengths and limitations of different program delivery options from paired and group face to face mentoring to their e mentoring equivalents. Offer guidance on the creation of program content and resources for mentors and mentees and provide mentor training exercises and curricular guidelines. Section two concludes by outlining processes for evaluating programs including setting goals, collecting appropriate data and methods of analysis and by offering advice on sustaining and institutionalizing programs. Each chapter opens with a case study illustrating its principal points. This book is primarily intended as a resource for student affairs professionals and program coordinators who are developing new peer mentoring programs or considering refining existing ones. It may also serve as a text in courses designed to train future peer mentors and leaders.

*School-based Mentor Programs* Jamal David Splane, 2003

**Developing an Effective Teacher Mentor Program** Melvin P. Heller, Nancy W. Sindelar, 1991 School districts considering a mentoring program need to consider four things: 1. the reasons for a teacher mentor program, 2. how to start such a program, 3. administrative support needed for a successful program, and 4. pitfalls to avoid. The reasons for having a mentor program are that it benefits the new teacher, the mentor, and the school. The new teacher's opportunities to exchange views with an experienced teacher is a distinct benefit to him/her. The mentor benefits also, however, because of the

opportunity to share views experiences and strategies The improved teaching that usually results is an asset to the school Starting a program involves six stages establishing a rationale setting criteria for the selection of mentors defining roles inviting the mentors training the mentors and evaluating the program To be successful the program must have administrative support from the board of education the superintendent the central office staff the teacher union and the principal As with any new program anticipating problems can help to avoid them Some pitfalls are overdependence on the part of the protege ego problems on the part of the mentor and the evaluation dilemma arising from the mentor's dual role of confidant and evaluator Mentorship programs promote professionalism by providing continuous staff development during the first year of teaching AMH *Resources in Education*, 1994

### **Effectiveness of Mentor Programs**

Lisa Foster, California State Library. California Research Bureau, 2001 There is considerable literature to indicate that mentoring relationships support the healthy development of children and youth by reducing risky behaviors and the number of mentoring programs has increased dramatically in recent years This California Research Bureau report examines the research literature evaluating the effectiveness of mentoring programs during the past 5 years The report notes that the traditional one to one community based friendship program that emphasizes building youth adult relationships and developing personal skills is the most common mentoring model However current programs encompass a range of alternative designs These include programs that provide one mentor for a group of children online mentoring programs and programs offered at specific sites such as schools School based programs are the most common and rapidly expanding type of site based mentoring The report includes descriptions of several mentoring models and evaluation findings from a variety of these programs Contains 83 references

GCP **Contemporary Issues in Mentoring**, 1999 **Reach to Your Youth Mentor Project** Vincent W Sample, James E Weems, Linda M Smith, 2007-08 The Reaching Your Potential Instructor's Manual is a collection of uniform instruction lessons These guidelines are based on solid research research and development that affirms the importance of accountability and responsibility in meeting young people's needs Including design management operation and evaluation issues across mentoring settings workplace community school and adjudicated facilities There is also information in regards to news from and for the mentoring field plus a database of mentoring programs to search for a mentoring program near you and information valuable to teachers and youth development and volunteer management professionals from many fields Search for resources specific to your program needs After school program coordinators especially will find an abundant of interactive lessons and resources This Instructor's Manual and or Student Workbook is ideal for educational purposes and comes highly recommended for home study programs **The Mentor's Guide** Laura Gail Lunsford, 2021-11-29 A definitive resource that pulls together evidence from psychology education and organizational studies this fully updated second edition translates research into practice and serves as a practical handbook on how to set up run and evaluate any mentoring program Despite ever growing interest there are few helpful resources for program managers and mentoring coordinators

This book sheds needed light on mentoring behaviors the stages of mentoring elements of high quality relationships and how to recognize and avoid dysfunctional ones Step by step guidance will enable readers to Understand what mentoring is and is not Assess their mentoring program using a clear framework Work through steps to design or redesign an effective mentoring program Draw on real world examples to assess and improve programs Benefit from all new material for this second edition including a chapter on e mentoring and in depth case studies as well as updated information on culturally intelligent mentoring and more If you manage or support a mentoring program then this handbook is for you Human resource professionals across industries will gain ideas on how to improve the efficiency and effectiveness of mentoring while administrators in higher education will value the content on formal mentorship programs for faculty members graduate students and undergraduates    **Building School-to-work Programs** Michael R. Benz,Lauren E. Lindstrom,1997

**Student Mentoring** ,1993    **Resources in Education** ,1996    *SAFE, Student Assistance and Family Education Program* Pamela Lemerand,1993 *Safe Student Assistance and Family Education Program*    Mentoring International Association for Mentoring,1986    *Evaluating the Effectiveness of a Second and Third Grade Reading Mentorship Program* Jose Antonio Hernandez,1999

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