

MDP 7 :Mentoring and Coaching for Performance

Introduction

Mentoring is perhaps the most powerful method by which we can shape the future of a person, an organization and the nation. In an effort to make employees more engaged, highly effective and motivated, organizations are aggressively utilizing mentoring programs as an intervention tool. Given the escalating war for talent in today's competitive business environment, the integration of effective mentoring strategies, processes and programs into the corporate culture of an organization can contribute to its competitive advantages in many ways beyond its recent linkages just to improvement in creation of leadership pools, effective retention and engaged workforce. Recent years have witnessed the emergence of coaching and mentoring alongside the more traditional training methods in many companies.

Objectives

Mentoring can increase individual and team commitment to an organisation and its goals help improve communication within the organisation. Further it helps to change organisational culture as it allows for better exchange of information, skills and knowledge ensuring a greater insight into organisation's workings and to network which improves levels of professional success. This program attempts to give a broad overview of the concepts involved, as well as some specific pointers about the role and competence of a mentor and its impact on performance. Few of them are listed as follows:

- Learn to differentiate between formal and informal mentoring
- Help to bridge the gap between theory and practice of mentoring and coaching
- Train and teach the role of a mentor in a structured mentoring /coaching program
- Managers to develop understanding of the key competencies required

Contents

- Introduction to the Concept of Mentoring and Coaching
- Evolution of Mentoring process and styles
- Benefits of mentoring to all stakeholders
- Factors impacting Performance
- Functions of a Mentor
- Essential Competencies of a Mentor

Pedagogy

The two day program will be delivered in an enthusiastic and interesting way that will involve all the delegates. The training shall be flexible and responsive to the needs of the

individual delegate group. The program, a highly practical, structured and organized will use following pedagogy methods:

- Theoretical concepts in class room style
- Case study
- Role Play
- Group Discussions
- Practice sessions and exercise

Duration

2 Days

Program Director



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