

Empowering Mentoring: Accelerated Growth, Mutual Achievement

Core skills developed



Decision making & judgement



Productivity & personal effectiveness



Leading self & others



Collaboration & teamwork



Effective communication



Adaptability & learning agility



Relationship & stakeholder management



Analytical thinking & problem solving



Emotional Intelligence (EQ)

Benefits

Knowledge continuity, shared wisdom and professional growth

Success in fast-moving workplaces depends on the ability of experienced individuals to share nuanced judgement and perspective so that emerging talent is prepared to navigate responsibilities with skill and confidence. Mentoring serves as a vital bridge for passing on expertise, ensuring that specialist insight remains accessible as professional roles evolve.

This course develops the skills required to move beyond basic advice towards a purposeful and structured mentoring relationship. Participants work on establishing rapport, setting meaningful goals and navigating interpersonal challenges to create an environment where dialogue is consistent and progress is reviewed with intent. They practise guiding the transition of expertise while maintaining a professional and safe space for reflection. The result is a more resilient internal culture, a steadier pipeline of future talent and the preservation of crucial expertise through positive and supportive connections.



Course participants will build a stronger professional reputation, greater influence without authority and a high-value network across the organisation.



Stakeholders will secure better alignment and more reliable collaboration through interactions that clarify expectations and simplify complex professional tasks.



Your organisation will see more resilient knowledge sharing and steadier progress as specialist expertise remains protected and professional standards are raised.

Modules

Professional preparedness & role clarity

1

- Mapping the mentoring lifecycle to ensure every interaction follows a purposeful path
- Assessing personal mentoring strengths and development areas to clarify readiness for the mentoring role

Competency: Identify personal mentoring skills and establish clear development goals for a purposeful and professional mentoring role

Connection, rapport & shared goals

2

- Establishing trust and rapport while agreeing meaningful goals
- Running a purposeful first mentoring meeting that aligns expectations and sets a clear way of working

Competency: Establish a productive mentoring partnership by building trust and aligning goals early in the relationship

Resilient momentum & continuous growth

3

- Maintaining consistent and productive dialogue by reviewing progress and keeping mentoring conversations focused
- Navigating interpersonal challenges with composure

Competency: Maintain a mentoring relationship by reviewing milestones and navigating challenges to keep professional progress on track

Concluding with impact & independence

4

- Guiding feedback to support the transition of learning and capability beyond the mentoring relationship
- Concluding the mentoring process clearly and positively so the mentee can sustain progress independently

Competency: Empower the individual to maintain their own momentum.

Outcomes

- ★ Establish rapport with mentees and set of clear objectives that focus on meaningful progress and long-term career growth
- ★ Navigate relational challenges with composure to maintain momentum throughout the mentoring lifecycle and ensure dialogue remains productive
- ★ Conclude the mentoring process in a way that celebrates milestones and empowers the mentee to maintain their own momentum independently