MENTORSHIP DEVELOPMENT PROGRAMMING

Purpose Train colleagues who will provide training and supportive mentorship to high-school apprenticeships and interns, apprentices, and new employees. Those who engage in cross-training also benefit.

Mentored employees are more trainable, engaged, retainable and perform better than non-mentored employees.

Research and best practices show two things:

Mentors grow more engaged, perform better technically, and are more retainable for having participated.

WORKSHOP 1

2 HOURS

Been There. Done That. Leveraging Mentorship to Attract and Retain Your Most Effective Workforce Concepts and value of mentorship, coaching and teaching to the mentee, mentor, and organization.
- Instruction and practice in various mentorship and coaching scenarios.

WORKSHOP 2

4 HOURS

How We Learn. Developing teaching skills for on-the-job talent development Understanding and appealing learning styles and multiple intelligences.
- Approaches to teaching, coaching and mentoring others.
- Using assessment in determining how others learn best.
- The roles of and how to build SOP learning documents and other tools to reinforce learning.

WORKSHOP 3

2 HOURS

Onboard, Not Overboard – Introducing new employees with the least negative impact on safety, productivity, and quality.

Research shows that new employees are most likely to cause and be involved in accidents, be the cause of productivity dips, and quality problems, even among incumbents. This program introduces participants to onboarding techniques that minimize risks and maximize the chances that mentees will succeed. Participants learn how to use the earliest days of employment to solidify new contributors' positions in their company.

WORKSHOP 4

2 HOURS

The Gorilla in the Room – Understanding How the Way We Give Direction Has Unintended Consequences.

When we focus trainees' attention too sharply, we create "attentional blindness" and "change blindness". This phenomenon has serious implications for safety and quality. I'll demonstrate this neuropsychological phenomenon to the group, and we'll practice techniques for raising awareness of quality and safety.

WORKSHOP 5

2 HOURS

It's Not Your Parents' Workforce

We will explore how to make the most of a multi-generational workforce. We'll look at the differences between age-related and generation-related behaviors. We'll practice approaches that leverage these differences for ever-better organizational results).

This is a brief program. It is not designed to teach all the leadership and interpersonal skills that would benefit mentors and mentees. We also offer a leadership development program that could be of benefit. For more information, go to WalworthBusiness.com/fundamentals-of-leadership