



Quick Take Research Profile:

Why organizations have mentoring programs

Here’s what Mentoring Coordinators from Fortune 100 corporations say:

“ We’ve discovered we need even more training and information about starting and successfully running mentoring and coaching programs. This is why we’re now going to outsource their development.”

Why this change in thinking? What’s the situation?

Their reasons are as diverse as their goals and organizations. And so are their approaches and success rates especially when they try it on their own. Here’s the five topping the list.

Situation

Mentoring Solutions Quick Take Analysis

<p>1 <i>“In our company, 85% of the employees don't even get mentored informally.”</i></p>	<ul style="list-style-type: none"> ✓ Old boy’s network still operational? ✓ Some people still regard it as being “exclusive” or only for “stars” and “high flyers”? ✓ Mentoring program on hold even as seasoned veterans retire?
<p>2 <i>“Our workforce is highly diversified. So we want a program that's part of our culture. We figure a one-size-fits-all program will work.”</i></p>	<ul style="list-style-type: none"> ✓ Not know the failure rates for most of these attempts? ✓ Not familiar with organization-wide initiatives that have different Pools operating at the same time? ✓ Still treating your program as if it’s “a course” instead of a process and a relationship?
<p>3 <i>“Our company has (choose one) grown/ gone global/ to quickly absorb new technology from our new parent company.</i></p>	<ul style="list-style-type: none"> ✓ Guessing who actually needs the program, wants it and who will be successful? ✓ Not know about <i>The Mentoring Interest Profiler?</i> Call us for details: 1-877-955-0314
<p>4 <i>“The mentoring we currently have is sporadic and not too successful. We designed the program ourselves.”</i></p>	<ul style="list-style-type: none"> ✓ Operating under the notion “it-may-be-broke-but-why-fix-it”? ✓ Don’t know the many pitfalls of in-house development or the high success rates of mentoring specialists?
<p>5 <i>“Our Task Force research showed that successful programs for retention and recruitment had a mentoring component. Last year we tried a program with 20 pairs. Now we want to make it possible for up to 3,000 employees to participate.”</i></p>	<ul style="list-style-type: none"> ✓ Is your approach to a larger program strategic? Instrumental? Or something else? ✓ What’s most appropriate for your needs now and in the future? ✓ In what ways will this tie in with your organization’s mission and goals?