

# 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

**Richard M. Lerner, Laurence Steinberg**



## **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

**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

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

**Handbook of Youth Mentoring** David L. DuBois, Michael J.

Karcher,2013-04-30 This thoroughly updated Second Edition of the Handbook of Youth Mentoring presents the only comprehensive synthesis of current theory research and practice in the field of youth mentoring Editors David L DuBois and Michael J Karcher gather leading experts in the field to 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 This volume includes twenty new chapter topics and eighteen completely revised chapters based on the latest research on these topics Each chapter has been reviewed by leading practitioners making this handbook the strongest bridge between research and practice available in the field of youth mentoring 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 A Handbook for Managing Mentoring Programs Laura Gail Lunsford,2016-08-11 Despite the interest and pervasiveness of mentoring there

has been little attention devoted to professionalizing mentoring for program managers in learning organizations especially post secondary institutions and there are scant resources available for mentoring coordinators This book fills that gap Drawing on research on mentoring and coaching in psychology education and organizations this guide translates research into practice by helping program administrators learn more about the behaviors of mentoring stages of mentoring relationships elements of high quality relationships and recognizing and avoiding dysfunctional ones The book includes diagnostic surveys and case studies that coordinators might use in their programs and makes an important contribution to the literature on mentoring providing a practical up to date resource for those working in the field on how to set up run and evaluate their mentoring programs Undergraduate Curricular Peer Mentoring Programs Tania Smith,2013 Curricular peer mentoring is a programmatic approach to enrich student learning and engagement in postsecondary courses in which instructors welcome a more experienced undergraduate student into a credit course they are teaching The student then serves as peer mentor to the students enrolled Peer mentors can provide a variety of peer appropriate course specific mentoring tutoring facilitation and leadership roles and activities that complement the roles of the course s instructor and teaching assistants both in classroom settings and beyond A program provides training and ongoing support for a larger number of peer mentors and instructional teams and manages recruitment and program research and quality This volume provides research findings definitions theories and practical program descriptions as a foundation for program development and research of undergraduate curricular peer mentoring programs in higher education This work builds on a long history of higher education program development and collects a significant amount of literature that has previously been scattered

**Developing Mentorship Programs for Gifted Students** Del Siegle,2005 Mentorship programs can provide motivated gifted and talented students with an opportunity to apply inductive thinking and problem solving skills to advanced content that often is associated with real life situations They need to investigate the complexities and interrelationships among disciplines that can only be discovered with assistance from highly knowledgeable experts As gifted students develop their interests and talents in a chosen area of study it often is necessary to structure learning experiences with out of school mentors This guide offers practical strategies for starting and developing a mentoring program From structuring a program to selecting a mentor and monitoring progress to ensuring success this book provides an excellent introduction to the topic This is one of the books in Prufrock Press popular Practical Strategies Series in Gifted Education This series offers a unique collection of tightly focused books that provide a concise practical introduction to important topics concerning the education of gifted children The guides offer a perfect beginner s introduction to key information about gifted and talented education

Leading the Teacher Induction and Mentoring Program Barry W. Sweeny,2007-08-01 A must read for anyone interested in ensuring the ongoing effectiveness of teacher induction and mentoring Sweeny mentors the reader by sharing details from his two decades of developing and leading high impact mentoring programs I ve improved my own effectiveness by

employing these insightful strategies Hal Portner Educational Consultant Author of *Mentoring New Teachers* Offers many suggestions and guiding principles for organizing mentoring programs and succinctly addresses many complex issues of program development and interpersonal relationships in mentoring roles There is so much information in an easy to read direct presentation Lori Helman Professor of Curriculum and Instruction University of Minnesota Minneapolis Develop a high impact training and mentoring program that strengthens teacher and student performance While resources are abundant for helping the mentor and the new teacher very little has been written to guide the leaders of teacher and mentor development In *Leading the Teacher Induction and Mentoring Program Second Edition* Barry W Sweeny provides an effective proven model for developing implementing evaluating and sustaining an induction and mentoring program that results in highly qualified teachers A nationally known mentoring expert the author offers comprehensive guidance and a wealth of practical strategies that allow leaders to support mentors and novice teachers and to promote school improvement and professional development initiatives Extensively revised to include the latest research this second edition Presents step by step directions for each part of the program development and implementation process Links induction and mentoring to districtwide goals for improved teaching practice and increased student achievement Includes sample schedules templates and reproducible forms Provides solid recommendations for avoiding pitfalls and increasing program effectiveness Ideal for principals district administrators teacher trainers and mentor leaders this resource offers essential tools for designing and implementing a new induction and mentoring program or improving an existing one

*Mentoring Across Boundaries* Jean Boreen, Donna Niday, Mary K. Johnson, 2003 Designed for mentors administrators and teacher educators *Mentoring Across Boundaries* builds on the foundations of the authors previous book *Mentoring Beginning Teachers* to explore many of the specific issues that impact the mentoring relationship While there are general mentoring strategies that apply to nearly all programs the success of any individual mentoring situation is affected by the relationship between mentor and mentee the school environment the mentee s stage of career and other influences Among the issues the authors explore are age gender and culture in the mentoring relationship new teachers in urban or rural school environments veteran teachers moving across buildings or into a new school teachers working with at risk students mentoring burned out teachers self mentoring working with struggling teachers mentoring through technology The most recent report from the National Commission on Teacher and America s Future states that The conventional wisdom is that we can t find enough good teachers The truth is that we can t keep enough good teachers Mentoring has proven one of the most effective ways to keep teachers in the field With *Mentoring Across Boundaries* in hand mentors and administrators will find the guidance they need to navigate many of the rough spots that have the potential to derail successful mentoring

**Weed & Seed In-sites** ,2000      **Mentoring in Action: Guiding, Sharing, and Reflecting With Novice Teachers** Carol Pelletier Radford, 2016-06-24 The support you need for mindful mentoring and sustainable teacher success Learn effective mentoring principles you can use as you guide

novice teachers through their first years This practical guide emphasizes a unique approach mindful mentoring that aligns your mentoring conversations to teaching standards to more systematically prepare novice teachers for their teacher evaluation You ll learn how to Plan mentoring conversations and observations Prevent teacher burnout by sharing social and emotional learning skills Integrate the updated INTASC Standards into mentoring conversations This updated edition provides a robust companion website featuring videos downloadable forms and a digital Mentor Planning Guide and Journal for reflection Use with The First Years Matter the companion guide for novice teachers

***Mentoring African American Males*** Dr. William Ross, 2014-09-01 Mentoring African American Males provides important black male research and student performance data to guide the efforts of those who accept the enormous task of standing in the gap to increase black male achievement Dr Ross provides guidance for individuals and institutions embracing the important role of developing mentoring programs or serving as a mentor to youth However what makes Dr Ross work such a critically important book for any individual or institution considering such a role is its insight into the social cultural framework within which mentoring must occur at every level from elementary school through college Equally insightful is the structure that such programs must take in response to the socio cultural constructs of the families communities and institutions where they will occur There are far more quantitative studies than qualitative on the topic of mentoring This text addresses that discrepancy and provides the results of several qualitative studies on African American males There is hardly any that offer a mixed method perspective that combine quantitative and qualitative methodological approaches This text reports on the research results that are qualitative in nature in addition to some that are from a quantitative and mixed method approach

**Creating a Mentoring Culture** Lois J. Zachary, 2011-03-10 In order to succeed in today s competitive environment corporate and nonprofit institutions must create a workplace climate that encourages employees to continue to learn and grow From the author of the best selling The Mentor s Guide comes the next step mentoring resource to ensure personnel at all levels of an organization will teach and learn from each other Written for anyone who wants to embed mentoring within their organization Creating a Mentoring Culture is filled with step by step guidance practical advice engaging stories and includes a wealth of reproducible forms and tools

***Mentoring Programs in ARL Libraries*** Association of Research Libraries. Systems and Procedures Exchange Center, 1999

**Mentoring in the Criminal Justice Professions** Frank A. Colaprete, 2009 The tradition of moving from one job to another in the criminal justice profession with the belief that on departure a new person will be brought in to assume the duties of his or her predecessor is archaic and ineffective It is rare to replace someone and have the benefit of his or her counsel and experience in learning the nuances of the job and its responsibilities Mentoring provides a framework whether informal or formal to interact support transfer knowledge and guide the protégé to the desired goal This book provides a blueprint of mentoring theory and practice testing evaluation

**The Blackwell Handbook of Mentoring** Tammy D. Allen, Lillian T. Eby, 2011-08-24 Cutting across the fields of psychology

management education counseling social work and sociology The Blackwell Handbook of Mentoring reveals an innovative multi disciplinary approach to the practice and theory of mentoring Provides a complete multi disciplinary look at the practice and theory of mentoring and demonstrates its advantages Brings together for the first time expert researchers from the three primary areas of mentoring workplace academy and community Leading scholars provide critical analysis on important literature concerning theoretical approaches and methodological issues in the field Final section presents an integrated perspective on mentoring relationships and projects a future agenda for the field Handbook of Adolescent Psychology, Volume 2 Richard M. Lerner, Laurence Steinberg, 2009-04-06 The study of and interest in adolescence in the field of psychology and related fields continues to grow necessitating an expanded revision of this seminal work This multidisciplinary handbook edited by the premier scholars in the field Richard Lerner and Laurence Steinberg and with contributions from the leading researchers reflects the latest empirical work and growth in the field **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 **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

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