

Specify Objectives

Strategic Aims (organisational need)	Program Purpose (broad aims, focus)	Realistic Objectives (measurable outcomes)
Reduce staff turnover	Support new employees	% increase in retention
Reduce staff turnover	Career progression of targeted group	Number of internal applications for higher grade positions
Reduce staff turnover	Professional development	Number of staff completing designated course

Source: Rolfe, A. (2006) *How To Design and Run Your Own Mentoring Program*
www.mentoring-works.com
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