





Mentoring Works

Success Stories

<p>Career and Leadership</p> 	<p>Now in its eighth year in a NSW Government Agency, this program has assisted close to a thousand young professionals progress their career and helped mentors develop leadership and team skills. In 2003, Mentoring Works consulted to produce the original design of the mentoring training for graduates and mentors. Each year since then, Mentoring Works has delivered the training and provided participant materials. The training has been redeveloped twice to the client's specifications to reflect changing organisational needs.</p>
<p>Equity and Client Service</p> 	<p>In 2006, Mentoring Works helped develop mentoring that targeted Aboriginal staff aspiring to occupy management positions, by facilitating a strategy planning workshop. The pilot program was run in 2007-2008 followed by a second program in 2010-2011. It included a two-day workshop for Mentors and mentorees, a mid-point review and skills development session, and a final review and celebration. This program was won the LearnX Asia Pacific Platinum Award for Best Coaching/Mentor Training Program in 2011. Mentoring Works provided all the mentoring training sessions, participant materials, Mentoring Tips, consulting and advice.</p>
<p>Retention and Development</p> 	<p>In 2007 when an energy company began recruiting apprentices, trainees and graduates for the first time in more than a decade, it realised that the new young employees and the older ones working with them would need support and guidance in facilitating workplace learning, safety and ongoing development. Each year since 2007, Mentoring Works has delivered the training and provided participant materials.</p>
<p>e-Mentoring For Women</p> 	<p>Ninety women in government agencies across NSW, participated in the Women's e-Mentoring program in 2009. The program was designed to cater to women in regional and remote areas and some pairs never met face-to-face. All had the opportunity to network on a password protected website, complete self-paced learning online and participate in teleseminars. They received emailed tips, a manual and a program of activities. Mentoring Works delivered these aspects of the program and evaluated the results.</p>

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Business Profitability 	<p>This program has run for over ten years. It matches women in start-up businesses of one year with more experienced business people to increase profitability and effectiveness. In 2006, I facilitated all aspects of the program for Central Coast Business Women. Providing mentor training, setting up group mentoring, sourcing guest speakers, sponsors and organising and MC-ing a final celebratory event.</p>
Safer Workplaces 	<p>Run since 2009, this program matches people in large organisations with people in smaller businesses. It has improved health and safety and injury management in over 300 workplaces. In 2010 - 2011, Mentoring Works provided an introductory session to mentors, support them by phone and online, host a networking website, conduct telephone interviews to review progress, facilitate a midpoint and final review.</p>
Operational Consistency 	<p>Transfer of learning is a concern for highly trained technical staff. Research shows that without on the job coaching or mentoring only about 20% of training is applied. A 300% difference can be achieved with coaching and mentoring. In 2011, Mentoring Works produced a blueprint for developing workplace training mentors, designed the training and delivered train-the-trainer sessions so that a large and sustainable strategy could be implemented and maintained within a national organisation.</p>
Equity and Leadership 	<p>Mentoring relationships have a lot to offer in terms of personal and professional development for mentors as well as people who are mentored. Those that have a framework for the mentoring process and strategies for facilitating a mentoring conversation are more likely to be effective and enjoy their role. A university that has offered mentoring as part of leadership development and equity initiatives for ten years, chose Mentoring Works to provide workshops for mentors in two separate programs in 2011.</p>
Teacher Education 	<p>Head teachers, new teachers of adults in a number of institutes and highly experienced school teachers have participated in Mentoring Works workshops throughout 2007-2011. Mentoring Works materials are widely used to support their mentoring programs.</p> <p>Workshops provide a model for mentoring conversations and are highly interactive. An experience of mentoring provides participants with insight and motivation. It has been described as “life-changing”.</p>