



mentoring  success™

☼ “The organisations that will **succeed** in the future are those that take seriously the **belief** that their

competitive advantage is based on the **development**

and **growth** of the people in them.....

...indeed, the **successful leader** will have, not the loudest voice, but the readiest ear and his or her **genius** may well lie, not in personal achievement, but in **unleashing the potential talent of others**”

Warren Bennis – Leaders on Leadership”





Our Purpose

Mentoring for Success™ (Pty) Ltd is a subsidiary of the Knowledge Management Institute (Pty) Ltd Group of Companies and consists of a group of highly **competent and passionate people**, who are driven to make a difference.

To achieve this, we are bound by a common set of values and a **single-minded purpose**, which is to give you and your organisation, the best and most value adding **Mentoring experience** possible.



How can an organisation effectively develop and pass on the appropriate levels of **skills, knowledge and behaviours,** developed and honed over many years of experience by today's current management structure, to a new and dynamic generation, hungry for **opportunity and advancement** – often before their years would indicate their readiness?

The solution is to leverage the **“internal wisdom”** and institutional memory of an organisation, through the internationally tried and tested **methodology of Mentoring for Success™!**

Indeed, a recent study by the ASTD (American Society for Training & Development) found that training alone produced a productivity improvement of 24%, whilst when **training** was coupled with a **structured mentoring intervention**, the productivity improvement rose to **88%**

– imagine what this level of **proven productivity improvement** could do to your business!



The argument for Structured Mentoring versus Training alone

Many organisations are finding that traditional methods and the “one size fits all” approach of classroom training, or of using external institutions, are either too costly or ineffective, as they often tend to deal with generic issues and are not “person, position or potential” specific. Whilst these training methods are essential, they need to be integrated into a far more holistic “competency development” process, which combines skills, knowledge, behaviour and direction, through a structured **Mentoring** program.

What is Mentoring for Success™ ?

Mentoring for Success™ is a structured 12 month, expert led and project managed, **Mentorship** program, during which time your Mentors and Mentees, are identified, selected, developed and retained in a best of breed **Mentoring** program and a proven methodology. This ensures a mutually rewarding and value adding **Mentoring** relationship. During this process, your organisation is fully empowered and enabled to make **Mentoring** a successful and sustainable organisational competency, through extensive training and access to tools and expert techniques, developed and proven both locally in Southern Africa, as well as internationally, over the last 12 years.

Why the Mentoring for Success™ program ?

It is estimated that as much as 75% of an organisations core competencies – it's skills, knowledge, behaviours, values, processes and key relationships, are stored in the tacit memory of a few experienced managers and executives. This is a potential time bomb waiting for the wrong set of circumstances. The structured nature of **Mentoring for Success™** ensures that the sustainability of key components of the Corporate Memory are shared with, retained and leveraged by the next generation

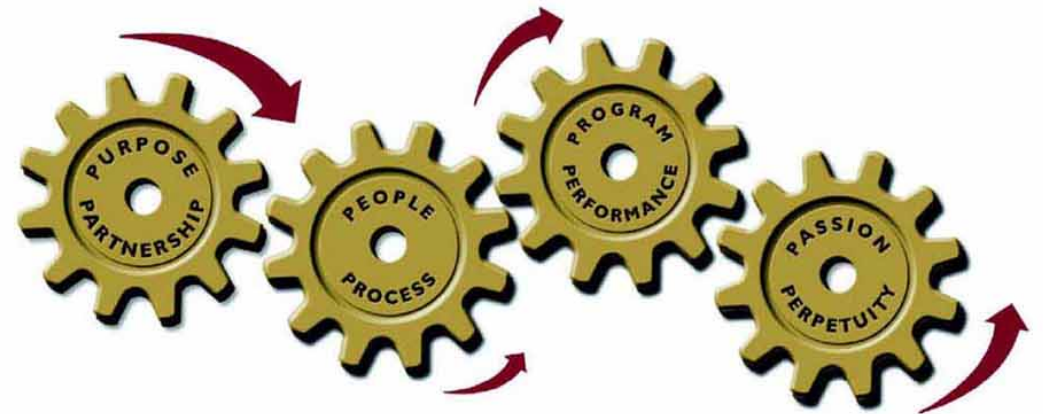
Mentoring for Success™ is not just another good HR concept or OD practice – it is a comprehensive one year long

A to Z program, with expert tools, techniques & training

provided throughout the year. It successfully integrates classroom style training, with on-the-job training and management experience, in order for the Mentee to convert their new skills & knowledge, into business specific actions & behaviours and for the organisation to

be able to objectively measure the return on investment through continual job or career specific assessments.

As your partners in achieving a successful and sustainable **Mentoring** initiative, we take our responsibility and accountability for delivering measurable results very seriously and as such, we have developed a unique and practical **Mentoring for Success™** program methodology, which is used to design and deploy your **Mentoring** intervention.



mentoring for success™
methodology



Our Value Adding Products, Programs and Services

☼ InterMENTORing Consulting and Support Services

One-to-one Mentor and Mentee support and consulting services to assist with managing and ensuring successful **Mentoring** relationships, in this dynamic, multi-cultural and fast paced world.

☼ Mentoring for Success™ “Public” Forums

Monthly half day **Mentoring** Forums designed to offer the benefits of a professionally facilitated, fully structured and proven **Mentoring** methodology, to small groups of participants, whose organisations may not want to embark on an in-house **Mentoring** intervention

☼ Mentoring for Success™ “In-House” Workshops

⇒ 1 day Mentoring for Success™ “FOCUS” workshop

General overview of **Mentoring** and coaching and aimed at middle to senior management who need a basic understanding, without committing to a lengthy workshop process

⇒ 2 day Mentoring for Success™ MASTERCLASS workshop

Detailed overview and practical application of best practice **Mentoring** methodologies and aimed at middle and line management, who have a need to develop both implementation and communication skills for **Mentoring**

⇒ 3 day Mentoring for Success™ BOOTCAMP workshop

Comprehensive skills transfer and simulation exercises of best practice **Mentoring** methodologies and aimed at management, internal mentoring program co-coordinators and teams who will be actively involved in practical implementation, roll-out and maintenance of **Mentoring** programs and initiatives

☼ Mentoring for Success™ Tools, Technologies and InFREEstructure

⇒ Training Aids, Surveys, Posters, Software, CD's and Videos

⇒ Free Downloadable Tips, Techniques and Newsletters

Re **Cog**nise tomorrow's potential...

...today!

