



# THE <sup>12 Month</sup> “HEADSTART” PROGRAMME

## IN STRUCTURED MENTORING

### Did YOU know?

Fact 1 – 75 % of all mentoring programmes fail due to a lack of capable and confident **MENTORS!**

Fact 2 – When training is combined with **STRUCTURED MENTORING**, the measurable improvement is **3 TIMES** more than through training alone!

Fact 3 – Developing effective **MENTORS** is essentially an investment in ensuring Business Continuity and Sustainability

Experience the measurable and sustainable benefits from a professionally designed and fully programme managed, world class Structured Mentoring Programme

- Increases <sup>your</sup> ability to **attract, develop, motivate** and **retain** excellent people
- Dramatically improves <sup>your</sup> **succession planning** and **talent management** success rate
- Improves retention and sharing of <sup>your</sup> critical **business knowledge** and **know-how**
- Fast tracks <sup>your</sup> **graduate development** and **best business practice integration**
- Ensures effective and objective **empowerment** and **transformation initiatives**
- Enhances transfer of <sup>your</sup> **scarce** and **critical skills and experiential base**
- Facilitates effective, measurable and **job** or **career specific competency** development
- Significantly improves **performance improvement** and **productivity**
- Nurtures **employability** and **employee engagement**

### The 12 month HEADSTART MENTORING PROGRAMME - General Overview:

The 12 month HEADSTART Programme is the Mentoring 4 Success “flagship” programme and is an intense knowledge transfer and learning experience for both Mentors and Mentees. The partnerships engage in a series of life changing conversations and development initiatives, which produces a sustainable mentoring culture in your organisation – thus ensuring a return on your investment... many times over.



*“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. 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”

In today’s skills and knowledge hungry economy, where a continuous struggle for competent talent is being fought by your organisation every day, the tried and trusted **methodology of STRUCTURED MENTORING** has never been more important!

### Identifying the Best Programme for your Organisation

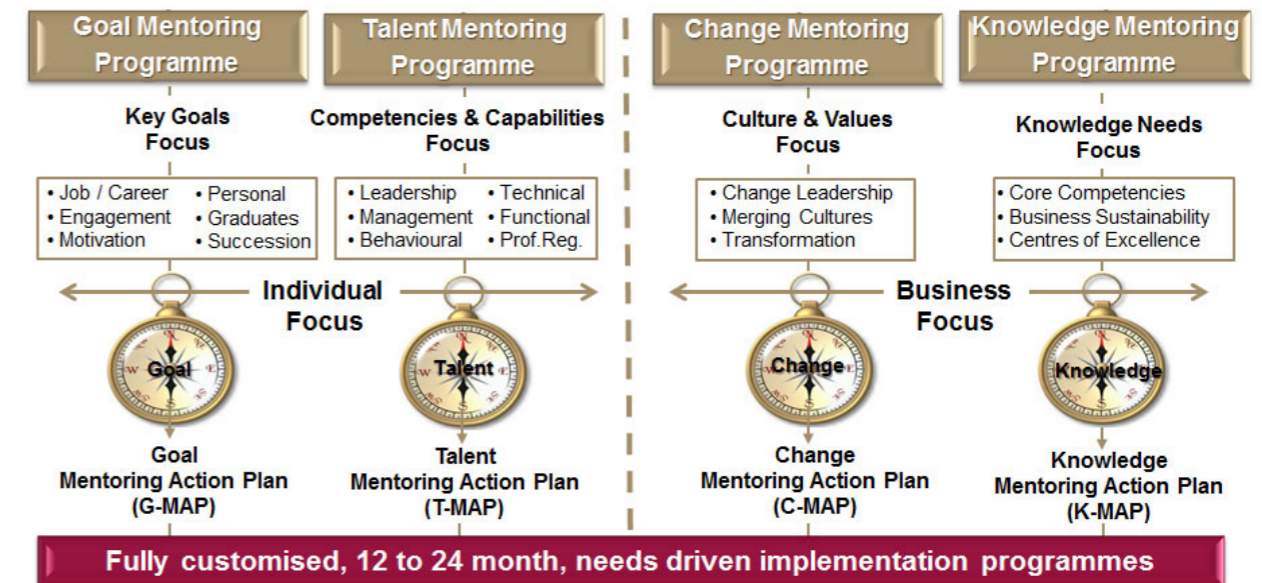
Mentoring 4 Success™ has designed, developed and successfully implemented the most comprehensive suite of 6 outcomes focused Structured Mentoring Programmes available anywhere in the world, in order to maximize your Scare and Critical Skills and Knowledge Transfer, in a measurable and sustainable methodology, with direct business productivity and people improvement outcomes.

Mentoring 4 Success™ will partner with your organisation to customise a programme into a unique learning and knowledge transfer experience, which will deliver measurable and sustainable business value. Indeed, one of the greatest benefits from a Structured Mentoring Programme, is that your Return on Investment grows exponentially over time, as confident and capable Mentors and Mentees take knowledge sharing to new heights of organisational capability.

Mentoring 4 Success™ will assist you in identifying which of the 6 unique Structured Mentoring Programmes will best suit your needs and each programme is fully customised to your business environment and your future talent development needs.

The time has come for your managers to support and co-develop your organisation’s talent, knowledge and skills needs, by becoming **effective MENTORS!**

### The 12 Month HEADSTART - Standardised Programmes



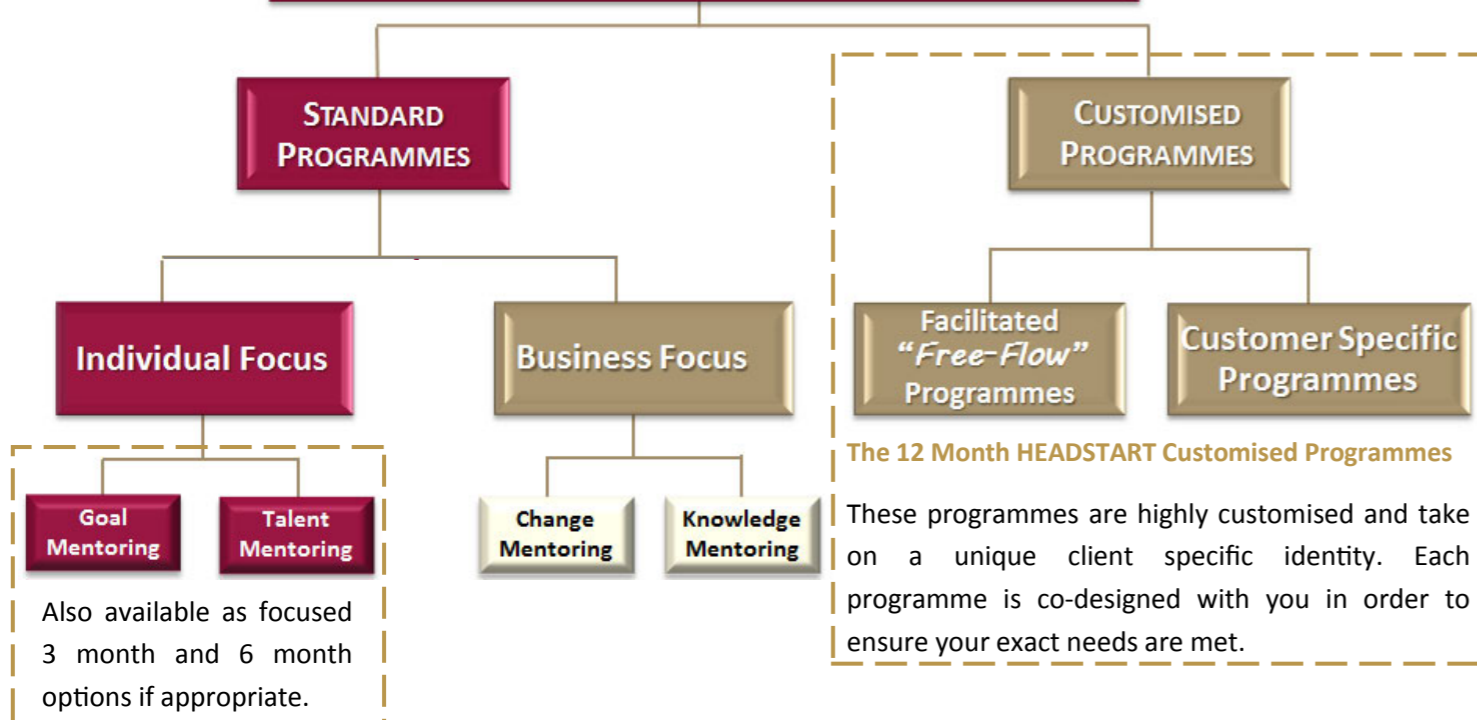
### What does the 12 Month “HEADSTART” STRUCTURED MENTORING Programme contains?

Your Mentoring 4 Success™ Programme will typically contain the following elements – although these will be customised for your specific organisational needs.

- Strategic Alignment to Business Needs.
- Executive and Line Management Briefings.
- Mentor and Mentee briefing, selection and pairing process.
- Comprehensive Communication Strategy.
- 12 Month Programme and Logistics Planner.
- Alignment to other complimentary HR initiatives.
- Behavioural Style and Motivator Reports.
- World Class Mentor and Mentee Training.
- Capacitation and support of Internal Coordinator.
- 8 Facilitated Programme Management Meetings.
- Programme Assignments, Progress Monitoring and Management Feedback Reports.
- Comprehensive Mentoring Manual, Portfolio of Evidence and E-templates.
- Two weekly reminders, Tips and Techniques via SMS and email.
- 24 x 7 on-line Mentoring Forum site.
- Interim and Programme Close-out Evaluations and Reports.
- Unique Mentor’s Toolkit™ and Thinking Mentor™ techniques.
- Make a Difference (MAD) Project.
- myManager-myMentor™ methodology.
- Recognition and Rewards framework and guidance.

The 12 month HEADSTART Suite of Structured Mentoring Programmes are the pinnacle products in the extensive range of Structured Mentoring programmes and workshops available from Mentoring 4 Success™ (Pty) Ltd. We have an extensive number of blue chip listed corporations, large and medium sized private organisations and public sector institutions who are satisfied and regular clients and available as references.

## MENTORING 4 SUCCESS™ STRUCTURED MENTORING SUITE



Turning Good Managers ... into **Great Mentors!**

Turning Great Mentors ... into **Business Assets!**



Also offers 1, 2 and 3 day world class public and in-house **MENTORS TRAINING AND DEVELOPMENT WORKSHOPS**

To find out more, go to [mentoring4success.co.za](http://mentoring4success.co.za)



Also offers a client specific **'MENTORS FORUM'** consulting and support service for Mentors.

To find out more go to [www.mentoring4success.co.za](http://www.mentoring4success.co.za)

**Mentoring 4 Success™ (Pty) Ltd** is a subsidiary of the Knowledge Management Institute (Pty) Ltd group of companies and consists of a group of highly qualified, capable and competent people, who are passionately driven to make a difference in the world.

The shareholders and directors are also actively involved in all projects and the Mentoring 4 Success™ team is amongst the most experienced and qualified group of business and people development specialists available to you in Southern Africa. Our proven track record includes:

- 16 years in the Knowledge Transfer and Structured Mentoring industry
- Acknowledged Leaders in Structured Mentoring for Scarce and Critical Skills and Knowledge Transfer
- Full alignment & integration of all programmes into each client 's specific business environment
- Long term client partnership relationships
- High 'Return on Investment' measured on all programmes
- Specialist and focused team of expert programme facilitators
- Several Client & Industry Awards



#### Some important points to note:

- *The Mentoring 4 Success™ Structured Mentoring Programmes have been recognised and endorsed by a wide variety of 3rd party industry specialists such as the Business Women's Association (BWA), SA Council for Coaches and Mentors (SACCM), the Council for Coaches and Mentors SA (COMENSA) and the Institute for People Management (IPM).*
- *The Mentoring 4 Success™ (Pty) Ltd Directors are also members of the Institute of Directors (IOD).*
- *Mentoring 4 Success™ is a subsidiary of Knowledge Management Institute (Pty) Ltd and an accredited service provider with the ETDP SETA under Accreditation Number ETDP10474*
- *Knowledge Management Institute (Pty) Ltd is an accredited service provider with the Services SETA under decision number 0797*



Contact us at Mentoring 4 Success™ (Pty) Ltd

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