

# MENTORING ESSENTIALS WORKSHOP

## DESIGNED FOR

### Individuals or Teams:

Executives  
Directors  
Managers  
Leaders  
Team Members

## LOGISTICS

Intensive 4 hours  
Onsite or Virtual  
3 PDUs  
3 SEUs

## WORKSHOPS

Two different workshops can be combined to be delivered in the same day.

## CUSTOMIZATION

All Ignite Insight + Innovation courses can be slightly customized at an additional cost.

**Ignite your leadership abilities with mentoring skills to provide guidance while promoting team self-organization.**

Great leaders learn how to build competencies within the team. As the team grows and strengthens, these leaders evolve their role to encouraging increased autonomy. They build lasting relationships to support, encourage and challenge individuals and teams. To reach new levels of abilities. This course provides leaders the opportunities to build knowledge and skills and/or confidence in team members without creating a dependency.

## TOPICS COVERED

### *What is mentoring and why leaders need this skill*

- ◇ Explain what mentoring is and the benefits
- ◇ Explore the value of mentoring to creating self-organizing teams

### *How to provide guidance and advice without taking ownership*

- ◇ Examine the mentoring relationship
- ◇ Analyze when the mentoring relationship has become a dependency
- ◇ Practice listening before quickly advising
- ◇ Practice analyzing the value and need of providing the expert advice
- ◇ Create a catalog of personal and work-related stories on various frequent challenges
- ◇ Practice storytelling for giving content guidance
- ◇ Practice techniques for providing a boost of confidence related advice