



Mentoring4Results

Nourishing Employee Engagement

“We make a living by what we get and we make a life by what we give.”

—Winston Churchill



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Are you interested in creating a culture of engagement? Do you want to retain your current and future talent? Are you concerned about losing the expertise and experience of your senior employees as they transition out of the organization due to retirement??

Today's organizations are leaner and expected to do more with less. Positions have been eliminated and the competition for business is ever pressing. The makeup of the global workforce is also undergoing a significant shift: In four years Millennials—those born between 1977 and 1997—will account for nearly half the employees in the world. In some companies, they already constitute a majority. Research shows they want work to afford them the opportunity to make new friends, learn new skills, and connect to a larger purpose. That sense of purpose is a key factor in their job satisfaction.

Faced with dwindling resources and a commitment to engage and retain their employees, many companies are blending external training courses with in-house mentoring programs

Considering implementing a Mentoring Program? Here are the areas to consider:

- What are the benefits of providing Mentoring?
- What requirements or pre-requisites to consider before implementing a program
- Who are the key stakeholders needed to ensure success?
- How will you measure the success or ROI?

What Mentoring4Results can offer your organization:

- Customized criteria for successfully recruiting mentors and mentees
- Clearly defined guidelines and timelines for participation
- One-one, Group & Onboarding Mentoring programs
- A customized marketing and outreach strategy
- Mentoring orientation sessions and mentor training
- Ensuring the right people are in the right jobs at the right time doing the right things with the right skills & knowledge

What participants will gain from their participation:

- Clearly defined professional roles and responsibilities
- A charted path for their learning and development
- Clarity of the organization's Mission and Vision and knowledge of their contribution in achieving the Vision

Benefits for participants:

- Provides professional development
- Demonstrates the employer's recognition of the knowledge, skills and abilities of the mentee
- Can help to advance career more quickly
- Increases confidence and competence
- Develops creative and independent thinking
- Acclimates the mentee to his or her job and company culture more quickly
- Assists in the transition to workplace and life after college for new graduates
- Helps off-site employees feel more in touch socially and professionally
- Results in a greater awareness of organizational politics and culture
- Provides an appreciation and effective use of networking
- Increases employee engagement resulting in achieving your organization's results

Services available:

- Consultation—Designing a customized mentoring program for your organization
- Training—Design and delivery of half-day and full-day trainings and orientation sessions
- Materials—Mentoring skills assessments, books and handouts
- Organization Development—Creating a culture of engagement

What Millenials Want		
<i>...from their boss</i>	<i>...from their company</i>	<i>...to learn</i>
TOP 5 CHARACTERISTICS MILLENIALS WANT IN A BOSS	TOP 5 CHARACTERISTICS MILLENIALS WANT IN A COMPANY	TOP 5 THINGS MILLENIALS WANT TO LEARN
Help me navigate my career path	Develop my skills for the future	Technical skills in my area of expertise
Give me straight feedback	Align with my values	Leadership
Mentor and coach me	Customizable options in my benefits/reward package	Self-management and personal productivity
Sponsor me for formal development programs	Allow me to blend work with the rest of my life	Industry or functional knowledge
Supportive of flexible schedules	Clear career path	Creativity and innovation strategies

"Thanks to the work Susan provided, the City of Oceanside's management was thoroughly engaged and the employees saw immediate results in their promotability and job/career satisfaction."

—Sarah McAfee
Training Manager, City of Oceanside

**Winner of the IPMA Agency Award
for Excellence, Midsized Agency**



Behind Every Good Result is a Great Insight.

LOOKING FOR A BOXED APPROACH? **YOU WON'T FIND IT HERE.**

Our approach is an exchange; an exchange of dynamic listening and deliberate question asking. We ultimately identify the key leadership and talent factors that influence your organization's success. Applying our breadth of experience in working with companies like yours and people like you, we develop a model of your company's leadership culture, language, symbols and values.

As partners, we collaborate with you to mold, customize, and implement an application uniquely designed for your people, values, systems and strategies. Our consulting, training, coaching, and assessments serve to reflect your culture, even as they enhance your results.

OUR CLIENTS INCLUDE:

Children's Hospital, San Diego	City of Oceanside
L-3 Interstate Electronics Corp	Ametek
Alcon Laboratories	City of Poway
Sony Electronics	Kleinfelder Engineering
T-Mobile	Barney & Barney
Cox Communications	J.R. Filanc Construction
HHSA, County of San Diego	San Diego State University
City of Chula Vista	UC San Diego
San Miguel Fire District	Cal State San Marcos
Mission Federal Credit Union	TEC Worldwide
Scripps Bank	AIG/SunAmerica
Discovery Bank	ITW Space Bag & Valeron



Insights4Results
Developing Leadership Talent & Succession