



# Mentoring Skills Training

## An Essential Skill for Leaders Today

Mentoring Skills are a must-have skill for leaders and managers in today's workforce. Whether you are looking to navigate more swiftly in today's complex business environment, build your talent and succession pool, or build the capacity of your workforce, mentoring is an essential component of any leadership development strategy.

Potentials Realized has developed award winning mentoring skills training programs. We offer 1.5 hour, half day and one day training programs on mentoring skills for your staff and volunteers. This training can also be combined with coaching skills training and other leadership development topics.

## Our Approach and Training

Potentials Realized's training has a focus on practical mentor skills and processes, which are relevant and immediately applicable.

Program length ranges from 1.5 hours to one day sessions for mentors, protégés or both. Programs can be customized to your organizational context, tools and focus. We have delivered mentor training to in-person audiences, as well as through teleconference, webinar and streaming video.

Mentor Training programs are delivered by Jennifer Britton, author of **Effective Group Coaching** (Wiley, 2010). Mentor training programs can also be combined with coaching skills training for your team. Jennifer is a former manager with the United Nations and other international organizations. She started Potentials Realized in 2004, and has developed and delivered programming to organizations including Toronto CCAC, the Ontario Provincial Police, UNICEF, and the Rotman School of Business.



## Mentoring Skills Workshop Topics

- What is mentoring?
- Benefits of Mentoring to the Mentor and Mentee/Protégé
- Core Skills Required for Mentors and Proteges
- Creating a Solid Mentoring Relationship
- Tricky Issues and Pitfalls in Mentoring
- Holding an Effective Mentoring Discussion
- Building Your Skill Base – Powerful Questions, Active Listening, Communicating Across Generations
- Best Practices in Mentoring Today – Virtual and In Person Environments
- Evaluating the Mentoring Relationship

**Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others. - Jack Welch**

## Award Winning Programs

Our Mentor Skills Training program with the Toronto CFA Society has won an award for innovation in the financial services industry.

We also offer customized training in leadership development, train the trainer, coaching skills, as well as provide facilitation services for retreats, strategic planning and coaching (individual, executive, team and group).

For more information on our mentor training programs please contact Jennifer Britton directly at:

P 416.996.8326

E [info@potentialsrealized.com](mailto:info@potentialsrealized.com)

[www.potentialsrealized.com](http://www.potentialsrealized.com)

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