



CMP MENTORING Strategic Development and Engagement through Mentoring Design

A well-designed mentoring program is an effective and cost-efficient way to develop key leaders and professionals within your company.

Mentoring can be a highly effective method of engaging and retaining key talent, while providing a formal mechanism to share key institutional knowledge and tacit know-how across the company. From leadership development, to diversity awareness, to cross-functional collaboration, mentoring programs can be deployed to address a number of talent objectives.



The benefits of mentoring are only realized when mentoring is designed effectively—design matters! Across all forms and types of mentoring programs, we have found there are six key best-practice design principles:

- ◆ **Matching process and criteria** – mentors and mentees need to be selected and matched with a clear process and criteria. This adds legitimacy to the match, and business rationale for the mentors and mentee’s meetings.
- ◆ **Kickoff training** – mentors and mentees need to have a common framework, clear roles, and the skills to be successful. Related training needs to be targeted and efficient.
- ◆ **Ongoing feedback loop** – the health and effectiveness of the process and each mentor/mentee match needs to be reviewed periodically without impeding into the confidentiality of the conversations in each pairing.
- ◆ **Start at a manageable level** – have some early successes with a manageable number of mentors and mentees.
- ◆ **Limited resource burden** – there are constraints in the money and time that can be dedicated to launching a mentoring program. The approach needs to be effective, efficient, simple, and scalable with success.
- ◆ **Apply best practices to a formal program** – best practices from other companies need to be leveraged to minimize the learning curve, providing mentors and mentees a best-in-class experience.

Through application of these design principles, we have seen mentoring programs have a measurable impact on talent development, employee engagement, and financial performance.

Design Your Mentoring Program for Strategic Impact.

CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768.