

Benefits of a structured strengths-based **mentoring program**

Why Mentoring? Our staff are our most valuable asset. In the current economic climate, our ability to actively engage, develop and support them has never been more critical.

Potential organisational goals a program

- Engagement
- Reduce attrition
- Improve Well-being
- Leader as coach/mentor
- Working and leading from home
- Personal development through self-audit
- Strength's approach
- Create Psychological Safety
- Break down silos

Mentor benefits

- Personal fulfilment and enhanced job satisfaction.
- Improve leadership and management skills, as well as improve coaching techniques.
- Improve communication skills, especially listening and emotional intelligence.
- Create awareness around personal bias, especially "fix-it biases".
- Learn to be a role model and developer of potential leaders.
- Exposure to fresh perspectives
- Take a sense of pride in mentees' achievements.
- Understand blind spots

Organisational benefits

- Increase employee retention.
- Organisational self-learning 70:20:10
- Improve motivation.
- Improve psychological safety and well-being.
- Improve trust and engagement.
- Build bench strength.
- Improve productivity.
- Break down silos.
- Facilitation of change management
- Share company values.
- Identify future potential.
- Enhance skills of leaders
- Capture fresh ideas.
- Breeding and nurturing corporate culture.

Mentee benefits

- Build self-efficacy, self-confidence, and resilience.
- Develop a growth mindset.
- Grow self-awareness and learn to reflect.
- Build a can-do attitude.
- Career guidance
- Develop a personal brand.
- Safe place to be curious and explore feedback.
- Gain corporate wisdom from a mentor.
- Learn to take a wider perspective.
- Learn to be independent and self-reliant.
- Learn to fail to learn and grow.
- How to use language
- How to create personal bandwidth
- Understand personal strengths in detail.
- Enhance job satisfaction.
- Develop relationships.
- A supportive environment to workshop ideas and conversations