



Welcome to
Rotary Club of Canterbury

<http://www.canterburyrotary.org>

Business Mentoring and its Growing Popularity

by

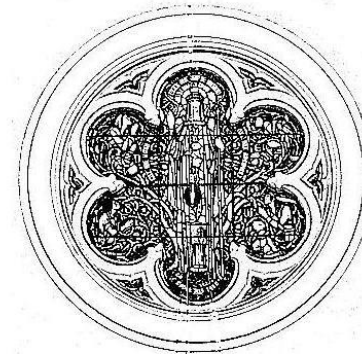
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Sue Elson Background



St Paul's Canterbury



**2013 Concerts in
Canterbury**



Business Mentoring and its Growing Popularity

- Mentoring or Coaching
- Online and in person
- Apprenticeships, Peer to Peer, Supervisor, Program Based
- Provided privately, by council/government, professional associations and not for profits
- Popular with experienced professionals
- Variety of models



Program Components

- Clear purpose and direction
- Clear outcomes for both mentors and mentees
- Clear training and structure
- Clear commitment for both parties
- Clear goals
- Clear definitions (risk covered)



Mentor Components



- Clear understanding of the program
- Mentor training to understand the guidelines
- Mentor training to be effective
- Mentor training to be up to date
- Mentor supervision
- Reporting back to the group

Mentee Components

- Free start
- Financial or consequence outcome to continue
- Regular timing (both online and offline)
- Regular comparison to goals
- Recording of changed goals
- Working with other mentors
- Access to additional opportunities



Sourcing Mentors

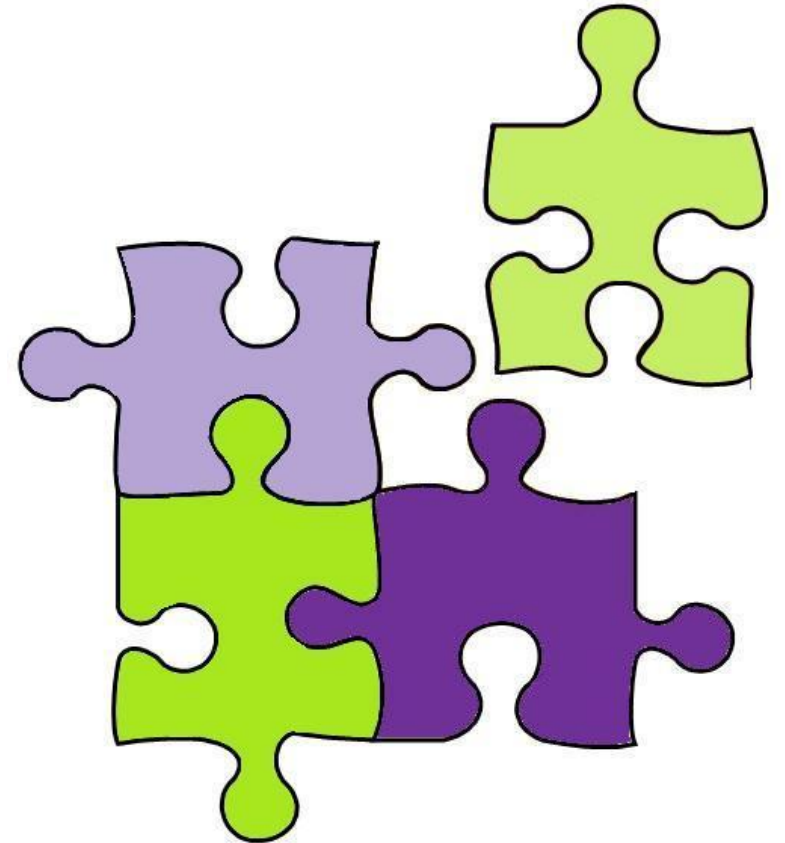


- Club Members - trained
- Friends of Rotary – also trained
- Locals – existing Rotary related relationships
- Locals – new relationships
 - warm up
 - gentle transition, defined commitment
 - training based
 - mentoring begins

Sourcing Mentees

- Newcomers – specific needs
- Locals – existing Rotary related relationships
- Locals – new relationships
 - warm up
 - gentle transition, low commitment
 - training based
 - mentoring begins

What is the aim of your program?



Case Studies



Programs

- Skilled Migrants into Work
- Brazilian Professionals English Improvement

Techniques

- Finding a mentor
- Keeping it sustainable
- Measuring your return on investment
- Matching it to existing programs

Questions

- Online tools
- Scalable options
- Training topics
- Realistic numbers
- Networking and experience
- Stakeholders
- Checking in – how to learn and grow, and any barriers to results
- Introduction

