



Effective mentoring techniques

Mentoring is defined as a relationship in which a more experienced or knowledgeable person helps and guides someone less experienced. It can be a hugely valuable development activity.

There are many different types of mentoring techniques available. Listed below are some of the most effective.

Mentoring in the workplace

Mentoring within the workplace is on the rise with many large and small companies using mentoring to develop, engage and retain talent within their organisations.

Sometimes described as sponsorship mentoring, this type of mentoring helps an individual understand their role and prepare for future opportunities. This one-to-one mentoring is often used to nurture top talent within an organisation in a more directive, development way.

Many of the North East's biggest employers run successful workplace mentoring schemes, including KPMG, Newcastle Building Society and Sage.

Mentoring circles

This peer-to-peer mentoring brings together like-minded people to share common interests or learning objectives in a supportive environment. Participants develop as a group, holding each other accountable for their action plans and supporting each other to achieve their goals.

Sessions can be guided by a trained facilitator to help maintain focus, ask challenging questions and encourage further discussion.

Developmental mentoring

Focussed on co-learning and helping people make better decisions, developmental mentoring sees a mentor act as a passive listener - giving advice and guidance when appropriate - to help the mentee achieve their goals and realise their ambition.

Non directive developmental mentoring gives the mentee an opportunity to talk openly with their mentor; to use them as a sounding board and talk through their thoughts, opinions and ideas, testing their validity and likelihood of success. It is a confidential, non-judgemental relationship built on mutual trust that facilitates a wide range of learning and development.

The flow of information is two-way and often the mentor gains as much as the mentee. A good mentor will also challenge, encourage critical debate and allow the mentee to evaluate decisions for themselves.

Situational mentoring

Situational mentoring is concerned with bringing together a mentee and mentor for a specific purpose. This type of mentoring relationship is used for a short period of time and for an express purpose.

A more directive type of developmental mentoring, it enables the mentee to focus on their specific need and be matched with a mentor that is able to share their knowledge and expertise to develop the mentee's ability.

To find the right mentoring technique for you, sign up to one of our fantastic mentoring schemes: **Growth through Mentoring** and **Be the Business** via our **mentoring toolkit** today. Limited places available!