

Meaningful *Mentorship*

"We've got the global economy, the Internet, and downsizing and restructuring all coming together in a furious blend. It's a hard fact of business life we'd all better get used to because it's here to stay. In this decidedly turbulent atmosphere, unsuspecting managers and anxious employees alike are fearful about what the future holds. The future, however, is daunting only for those who don't fully appreciate that these tumultuous twenty-first-century business realities can in fact be *harnessed*. Tamed, that is, by a fresh way of thinking and managing people called... mentoring".

Nicholas Nigro, Mentor, Coach and Author

Saffron Baggallay has vast experience in designing and rolling out *formal mentorship programs* through a series of mentor and mentee training sessions, which will then see mentor and mentee pairings engaging in a yearlong relationship. This will include pre program training to provide the *tools* for a sustainable mentorship relationship as well as support training throughout the program to introduce new concepts or developmental content.

- Understanding of what mentorship is and how it works
- Establishing a set of key skills needed to be an effective mentor or mentee
- Improved self-awareness and communication skills needed in order to maintain a mentorship relationship
- The development of a practical personal development plan as a mentee
- Professional development and improved succession planning
- Personal development for both mentees and mentors
- Creating genuine relationships across differing levels of your organization
- Talent attraction and retention
- Workforce communities, the beginning of an 'awakened company'
- Strengthened teamwork/ collaboration
- Strengthened organizational culture

 Saffron Baggallay

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