



Maximize Participation In Your Mentoring Program With A Successful Launch

Steps to a Successful Launch

1. Promote the benefits to participants and stakeholders;
2. Consider recognition and rewards for participation;
3. Provide training and reinforcement throughout the program

Government Clients

Current Clients

- Department of Veterans Affairs
- Department of Transportation
- USDA
- National Park Service

New Business Inquiries

Contact Information

140 Heimer Road, Suite 400
San Antonio, Texas
78232

bdteam@coleygts.com

210 402 6766 OFFICE

210 402 6829 FAX

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Ordering Information

VA Certified SDVOSB
CAGE: 1UU13
DUNS: 026814967
GSA Schedule: GS-35F-0590N

Looking to start a mentoring program? That's great. Mentoring is a proven approach to drive rich learning and development for both mentees and mentors.

The best-designed mentoring programs won't get far without an effective launch. Our Program Launch supports three key functions to help get your mentoring program off to a strong start. Promotion, Recognition and Rewards, and Training and Reinforcement.

Promotion. When new mentoring programs are introduced in organizations, there is generally natural enthusiasm. Yet this enthusiasm doesn't always translate into high participation rates. A common reason is the absence of effective promotion. You will need to convince them that participating is worth their time and effort. Beyond participants, key leaders and stakeholders will need to be educated on the benefits of the program and strategic value to the organization.

Recognition and Rewards. Also consider recognition and reward strategies. Formally recognizing mentor involvement can be very motivating and help attract additional mentors to the program.

Training and Reinforcement. Productive mentoring doesn't just happen. Training mentors and

mentees regarding the program's goals, participant roles, mentoring best practices, and your mentoring process increases participation. Also, providing tips and best practices throughout the mentoring program helps participants stay on track and get the most out of the program

71% of fortune 500 companies offer mentoring programs to their employees (ATD, 2010)

A thriving, impactful mentoring program is within your reach. But great mentoring programs don't just happen. They are built upon thoughtful planning and sustained commitment to guiding participants through the mentoring process.

Sound like a lot of work? It can be, but with the right help and tools the effort is much easier. Our Program Launch service provides you the blue print and support you need for the successful launch of your mentoring program.

Call us today to get your mentoring program started strong.

GSA Contract Holder

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About Coley

Coley is an award-winning, Service Disabled Veteran-Owned Small-Business (SDVOSB) focused on developing innovative learning and performance solutions for the Government workforce. Learn more at www.coleygts.com

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