

How Effective Is Your Mentoring Program?

Mentoring and Coaching Solutions

Benefits

The ultimate success of your program depends on how well you are able to assess its effectiveness, address any weaknesses and demonstrate that it is meeting established goals and objectives. Our Program Assessment and Tune is a comprehensive evaluation process that will provide the following benefits:

- Provide objective feedback to program staff and participants about whether they're meeting their goals;
- Identify achievements and milestones that warrant praise and increase motivation;
- Pinpoint problems early enough to correct them;
- Reassure management of your program's value;
- Build credibility in the organization that your program is vital and deserves support; and
- Quantify experiences so that your program can help others

According to the Office of Personal Management (OPM), evaluating the experience of both the mentor and mentee is a critical step in ensuring a program success. Further, program evaluation is important to determine the direct benefits and where improvements are needed.

Our program assessment and tune-up will identify areas of your mentoring program that need work as well as those areas that are working well. Our assessment results and recommendations for program improvement are delivered in a comprehensive report to help ensure your programs are running effectively. Our assessment includes:

- A process evaluation focused on whether a program is being executed as intended, how it is being experienced, and whether changes are needed to address any issues (e.g., difficulties in recruiting and retaining mentors, high turnover of staff, and high cost of administering the program).

- An outcome evaluation focuses on whether your programs is achieving the desired results.

Based on OPM best practices, assessments should occur annually, or at least twice during the duration of each program—one at mid-point and the other at the end of the program.

Mentoring programs are effective tools for engaging and retaining key employees—if, they've been implemented and managed correctly.

Call us today to assess your mentoring program and ensure its providing the maximum value to your workforce and organization.

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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