

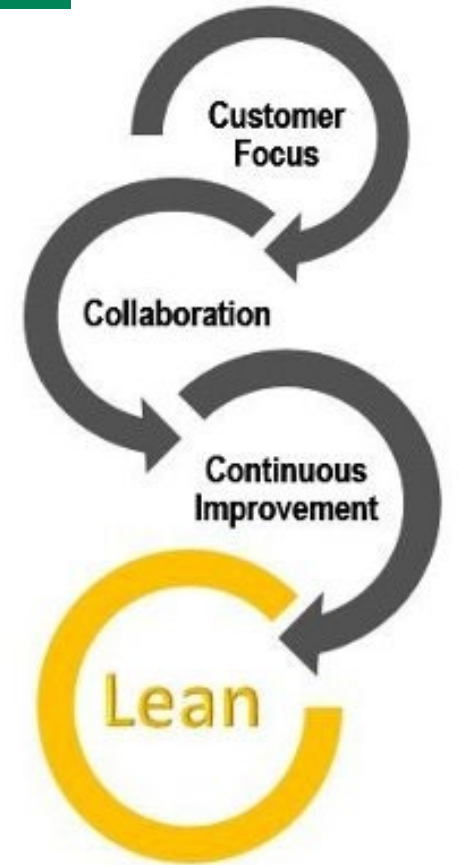
MENTORSHIP PROGRAMS: HOW TO ELEVATE, ENCOURAGE, ENGAGE, EMPOWER YOUR EMPLOYEES

11 02 21

Jessica Mobbs, Strategy & Performance Consultant



WELCOME!





THE JOURNEY FOR TODAY

- Why Mentorship Programs?
- Washington State Department of Enterprise Services (DES) Mentorship Program
- How to develop your own Mentorship Program

POLL QUESTION

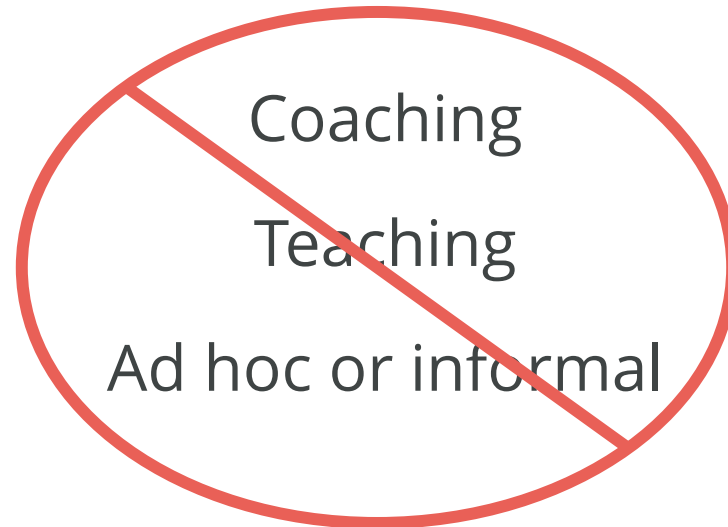
What is your experience with Mentorship Programs?

- I have heard of them but never participated in one myself.
- I have been a mentee in a Mentorship Program.
- I have been a mentor in a Mentorship Program.
- I have been **both** a mentor and a mentee in a Mentorship Program.
- I have experience managing a Mentorship Program in an organization.

MENTORSHIP PROGRAMS DEFINED

Structured, one-to-one relationship, in an organization

Is NOT



WHY MENTORSHIP PROGRAMS?



Engagement & Retention



Lean culture



Diversity, Equity, & Inclusion

ENGAGEMENT & RETENTION



- Provide access to learning and training
- Break down barriers in communication
- Give people a chance to prove themselves
- Improve working relationships

***“What if you train your people and they leave?
Worse is not training them and they stay.”***

Henry Ford





LEAN CULTURE



- Customer-Focused Purpose
- Enterprise Alignment
- Continuous Improvement
- Cultural Enablers

"First we build people, then we build cars."

Fujio Cho, honorary chairman of Toyota Motor Corporation

DIVERSITY, EQUITY, & INCLUSION



- Break down barriers
- Learn through **voluntary** developmental opportunities
- Increase leadership diversity



“The path to diversity begins with supporting, mentoring, and sponsoring diverse women and men to become leaders and entrepreneurs.”

Denise Morrison, former president and CEO of Campbell Soup Company

YES, MENTORSHIP PROGRAMS!



Engagement & Retention



Lean culture



Diversity, Equity, & Inclusion

DES MENTORSHIP PROGRAM

History

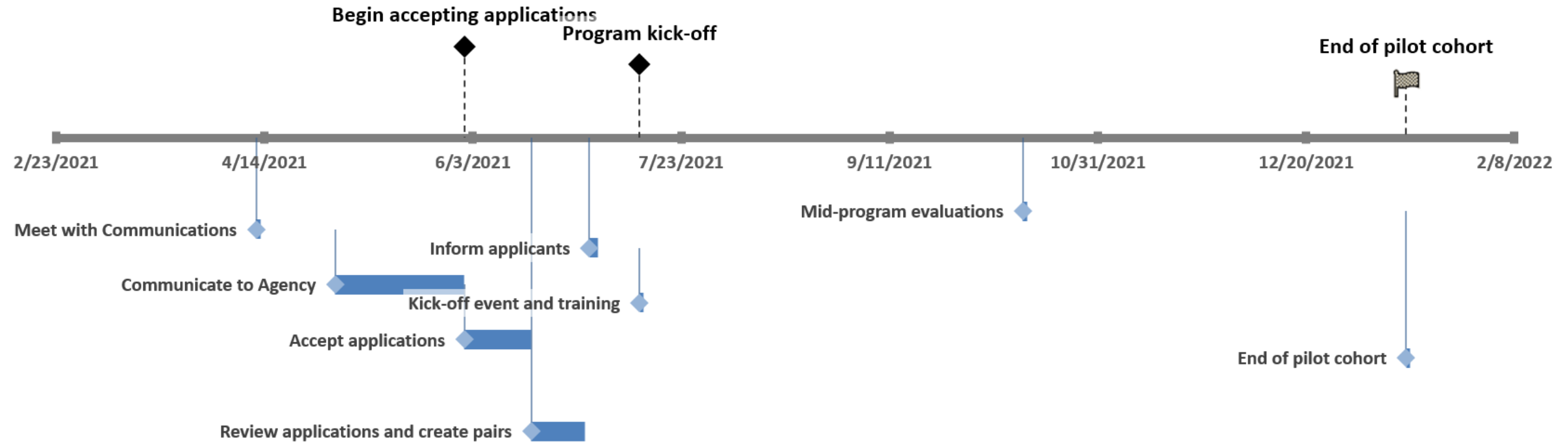
Department of Enterprise Services'
Diversity, Equity, and Inclusion Council



Objective

The objective of the DES Mentorship Program is to build relationships, develop broader perspectives over generational and cultural differences, and to foster an environment within DES that supports the continuous development of our employees. The program also strives to create an equitable work environment by leveraging diverse mentorship relationships to increase inclusion and break down barriers for marginalized groups.

DES MENTORSHIP PROGRAM TIMELINE



DES PROGRAM REQUIREMENTS

Forms and assessments

- StrengthsFinder
- Mentorship Agreement form
- Washington State Leadership Competencies self-assessment (pre- and post-program)
- Mentoring Plan
- Program evaluations – midpoint and at the end



TIME COMMITMENT

Spend a minimum of **2 hours** each month working together.

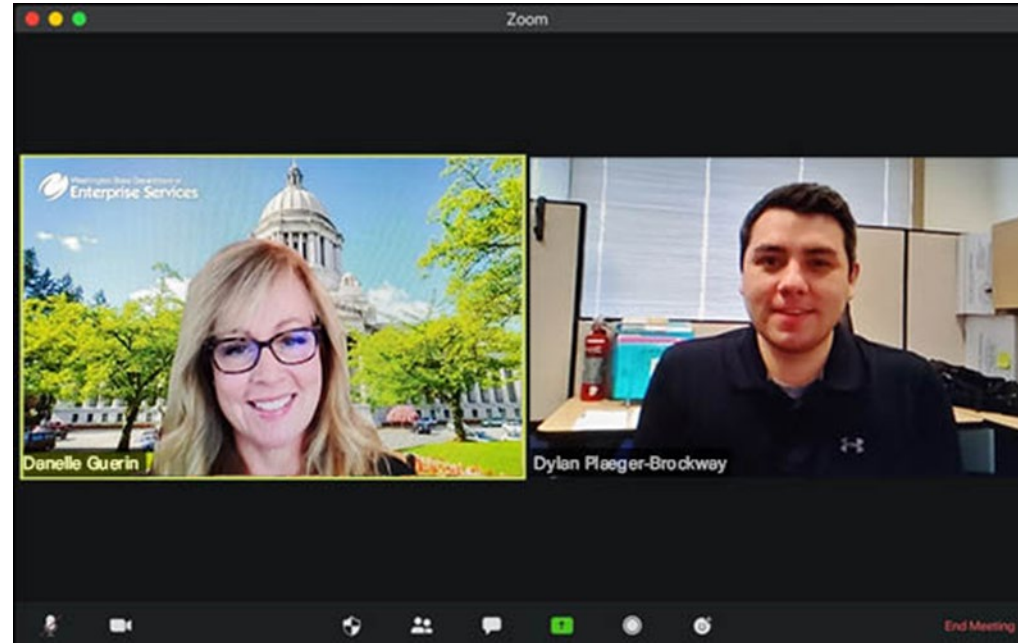
Optional monthly training opportunities.



- Take online training sessions.
- Engage in brainstorming activities.
- Volunteer together for something that is important to both of you.
- Have discussions over lunch or coffee.
- Do job interview coaching.
- Set up informational interviews.
- Have the Mentee sit in on a meeting that will give them an opportunity to learn or network.
- Read a book, article, or blog and discuss thoughts about it.

What activities would you add to this list?

IT'S ABOUT OUR PEOPLE



Dylan, Program Coordinator, *"The program seems very malleable, which is great in my opinion. It allows for employees to focus on a wide range of areas. I'm excited to see where this program goes and for the skills I will learn."*

Danelle, Continuous Improvement Analyst, *"What I appreciate about the program is that it's welcoming, flexible and supportive... I'm so grateful to have been chosen to participate in this first cohort!"*

COMMON MYTHS



- *Mentors must be old*
- *Mentoring only benefits mentees*
- *Mentoring is elitist*
- *You're either a mentor or a mentee*
- *My mentor should be similar to me*

GETTING LEADERS ON BOARD

Mentoring programs can:

- Increase retention & reduce turnover by increasing employee satisfaction
- Increase engagement among underrepresented employees
- Drive productivity and employee satisfaction
- Develop staff

Tie your mentorship program to major initiatives:

- Succession planning and knowledge transfer
- Skill development and employee development
- Support diversity in leadership



CREATING YOUR OWN PROGRAM



Define the program's goal

- What does your organization need?
- Know how you'll measure success
- Be clear and upfront about that



Outline the mentoring process in the workplace

- Length of program
- Number of staff you will accept
- Eligibility requirements
-
- Time commitment each month
-
- How to document program results

CREATING YOUR OWN PROGRAM, CONT.



Select program participants



Provide training

- Mentor training
- Optional monthly or bi-monthly training for all cohort members
- Leadership topics:
 - DEI
 - Change Management
 - Problem Solving
 - Public Speaking



Match mentors and mentees

OTHER HELPFUL TIPS

Share resources

Have a contingency plan

Be available



Be Flexible & Have Fun!

QUESTIONS?



THANK YOU



Jessica.Mobbs@des.wa.gov



360-407-9328



www.des.wa.gov