

NATIONAL MENTORING MONTH

Activities

Hands-on or experiential activities are a great way to get people interested in mentoring or create deeper bonds between mentors and mentees. Use these suggestions and examples to build out your own activities for National Mentoring Month.

Q&A Session

- 1 Often times, people are interested in mentoring but have no idea where to find out more information about a program or how mentoring relationships work. Offer a chance for people within your organization to gather together, ask questions, and discuss best practices from any previous mentoring experiences.

Program Mixer

- 2 The individual mentor/mentee relationships are very important for overall employee engagement and development, but don't be afraid to offer events like mixers or socials to get all participants engaging with each other. This is a great way to tease out best practices from the group on how to conduct a mentor/mentee relationship and share with the entire group.

Mentor or Mentee Focus Group

- 3 Divide participants up into small groups for mentors, mentees or a combination of both. Use these small groups as a place for participants to share what they've liked or disliked about the program. This is a great way to learn how to improve the program going forward.

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Webinar

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Many of our customers have found short webinars extremely helpful when getting new people acquainted with the idea of a formalized mentoring program. You can run these sessions as informational, instructional, or Q&A. These are also a great perk to offer to mentoring program participants as an incentive to join. These specialized webinars could be a place to work on skill development such as sales techniques, managing a team, and more.

Panel

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If you already have a mentoring program, ask your most engaged participants to share their stories and experiences on a panel. This allows others to see who participates in the program and how people decided if they should be a mentor, mentee, or both. Allowing participants to share their stories turns these individuals into program ambassadors. Panels should consist of four to six people, half mentors and half mentees. These can include individuals such as a high visibility mentor (a C-suite or director level position), a mentee who has grown significantly in their career because of mentoring, or a successful diverse mentor and mentee relationship.