

Mentor and Coach Readiness

Use Rehearsal to ensure mentors and coaches are prepared to provide effective feedback to their teams.

Challenge

The common assumption when using managers or subject matter experts as mentors or coaches is that they are good at giving feedback. Unfortunately, this is far from reality and ultimately undermines development programs due to lack of quality feedback or the missed opportunity to help a participant improve.

Approach

Create a Mentor/Coach readiness program for your managers and SMEs. This program can either be focused on general mentoring skills or more targeted toward a specific program they will be directly mentoring in Rehearsal.

Benefits

- Build personal, team and organizational awareness of effective mentoring techniques
- Identify key development opportunities in mentoring
- Provides a low-risk environment to practice and improve mentoring skills
- Elevate the overall confidence level of mentors across your organization
- Improved mentoring directly impacts outcomes of all development programs

Applications

- Mentor and Coach Assessments
- General Mentoring Skills
- Program Specific Mentoring Skills
- Leadership Development Programs

Industry Example

An online automotive information resource company was able to develop the coaching skills of their area and regional sales managers. They have experienced increased sales revenue and have been able to replace the obligatory ride-along with focused coaching activities that drive real results.