

info@itma-global.com

*Creating Investors in
Talent and Stewards
of the next Generation*

Senior and Executive Line
Managers who are entrusted
with developing talent; HR
Heads & L&D Practitioners

TARGETED



CERTIFIED

Enable your managers to
earn a trusted global
certification as Mentors



TOOLKIT

Get a robust Mentorship
Toolbox of leading-edge
practices & frameworks



IMPACT

Pivot on the Mentorship
Program to accelerate
your Talent Mgt Program



SUPPORT

Access ongoing guidance
as you scale up your
Mentorship Program



www.itma-global.com



It takes talent to develop talent



For many reasons, mentoring has become one of employees' most sought-after development experiences. Not only does it enable HiPOs to gain broader, deeper perspective and knowledge of their business, but it also allows them to network and connect with experience outside their immediate functional domains and groups. And its benefits extend beyond the individual being mentored. Organizations that operationalize mentoring gain connections between new HiPOs and mentors, keep practical experience and wisdom in house, and break down silos between functional groups.

CERTIFICATION • TOOLKIT • SUPPORT

The Magic of Growth happens

**When the energy,
drive and high
potential of
youth...**

**... Is paired with
the experience
and wisdom of the
accomplished**

“

*In almost all cases, the
magic of mentoring is
hidden in the Pairing!*

3D[®]
mentorship

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THE PROGRAM

Welcome to the 3-Dimensional Mentorship™ & Coaching Programme (3-D™), a signature certification program that is delivered and certified by the International Talent Management Academy. This exciting programme was developed as part of building the frontline capability for successful talent management implementations. As investors in talent and stewards of the next generation, managers are entrusted with nurturing the organization's most valued posterity - its high potential employees (HiPOs). The 3-D™ Mentorship program focuses on equipping executive, senior and mid-level managers with the capability and confidence to hold catalytic mentoring and coaching conversations and accelerate HiPOs in their career journeys. This highly engaging and truly transformational 3-day Mentor Certification Bootcamp introduces managers to leading-edge concepts and practices in mentoring, coaching and learning enablement via robust learning models and tools. Organisations that invest in the 3-D Mentorship™ and Coaching intervention derive tangible growth in their HiPO benches and sustainable succession. As part of addressing the toolkit pain chain, iTMA also equips participating managers and their organizations through their respective HR functions with a turnkey 3-D Toolbox.



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COMPETENCY • ATTITUDE • BEHAVIOURS

COVERAGE

- Introduction to Mentorship; Concept of High Potential (HIPO)
- EI Competences & Self Awareness for Successful Pairing
- From Coaching to Sponsorship - the Mentoring Landscape
- The 3 Dimensions of Mentorship; Power and Influence
- How People Learn - Competency Models, Learning Styles, MASTER
- Introduction to Schemas - Learning Agility and Reframing Techniques
- The Neuroscience of Mentoring - Human Development Optimisation
- Strengths-Based Mentoring - tactical about Strengths & Weaknesses
- Mentee Growth Needs Diagnostics and S.M.A.R.T Goal Setting
- The Mentoring Cycle, The Programme, and Relationship Deliverables
- Holding effective Mentoring and Coaching Conversations
- Confidence Building; Mentee Self-Efficacy and LOC
- Empathetic Listening, art of Questioning, and Mastering Feedback
- Understanding and effectively managing Mentee Derailment
- Mentoring Ethics - Understanding Malpractices; the Mentor Pledge



3-D[®] TOOLBOX mentorship

How about this? Clients who undertake the 3-D Mentorship course get to enjoy our full-stack selection of core tools and frameworks that guarantee success in their mentoring program implementations. iTMA's must-have 3-D Mentorship™ Toolkit comes with the following core Tools;



Now that is value!

3-D MENTORSHIP TOOLKIT

- The MBTI Personality Assessment and LOC
- Mentor Selection Criteria – Super-8 Checklist
- Mentor Self-Assessment Framework
- Mentor Exemplary Leadership Framework
- Mentee Needs Diagnostic Framework
- The 12-Months Mentor Program Planner
- The latest Mentoring Agreement Template
- Mentee Satisfaction Survey - online access

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