

/ IT TAKES TALENT TO DEVELOP TALENT



CERTIFICATION • TOOLKIT • SUPPORT



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MENTORCERTIFICATION

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 performance-impairing silos between functions.



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INTRODUCTION

The 3-Dimensional Mentorship™ and Coaching Programme (3-D™) is a signature certification program delivered by Allaboard Botswana, a member of iTMA. 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 and senior 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.

OUR FOUR-STEP TRAINING METHODOLOGY OUTLINE

INCEPTION



This foundational module addresses the imperatives of entering and activating a mentoring relationship between the Mentor and the Mentee. The module outlines the preparatory groundwork necessary for the success of the mentoring relationship and lays a firm foundation on mentoring concepts and models.

LEARNING



The second module explores the process of learning and behaviour change. It delves into the exciting field of Neuroscience (Neuro Learning) to explore how Mentors can leverage knowledge of brain works to optimise and accelerate learning. The module also explores experiential learning and its core enablers.

MENTORING



This module explores the mentoring cycle from a 'Learning Journey' perspective and equips Mentors with in-cycle techniques to optimise learning across key learner touchpoints. Focusing on learner-centred mentoring, the application of mentoring tools to drive transformational conversations is fully demonstrated.

REFLECTION



True growth happens in the zone of reflection. In this module, Mentors are trained on relationship close-out milestones, which include consolidation, reflection, evaluation and moving on. In this module, we also focus on clarifying the Mentor's post-relationship deliverables in his/her capacity of a 'sounding board'.

THE COMPREHENSIVE TRAINING - COURSE COVERAGE

INCEPTION



1. Introduction to Mentorship, Coaching and Sponsorship
2. EI Competences & Self Awareness for Successful Pairing
3. Learning Needs Discovery and S.M.A.R.T Goal Setting
4. The 3-Dimensional Mentor Competency Framework

LEARNING



1. Competency, Proficiency, Performance and Potential
2. Learning Models, Strength-Based and Micro-Learning
3. Reflective versus Directive Mentoring Approaches
4. Neuro Learning, Psychological Safety, Schemas & Reframing

MENTORING



1. Setting the Learning Scene - Clearing the Space
2. The art of Conversation - GROW Conversation Playbook
3. Building Learner Confidence & Courage for Application
4. The core Communication Competences for a Coach

REFLECTION



1. Understanding and effectively managing Mentee Derailment
2. Learning Score-boarding and Relationship Evaluation
3. Ethical Mentoring and Cultural/Sensitivity Awareness
4. Beyond the Relationship - Effective Mentor-on-Demand

MOVIE AND VIDEO

We utilize the power of video to optimize learning and create lasting memory hooks. We reference some of the best global cases in mentoring as seen through the lens of great coaches in corporate & sporting arena.

ROLE PLAYS

Role play has been proven to act as social proof that taught concepts are applicable to real life settings. We utilize role play to foster confidence by mirroring the mentoring Gemba during learning.

STORY TELLING

Our Facilitators are highly skilled Story Tellers who have mastered the art of story telling to evoke imagination and learner engagement. We also ensure that stories told fully meet cultural and sensitivity contexts.

MENTOR TRAINING SERIES

IN-CLASS QUIZ

We facilitate continuous in-class assessment to deliver incremental learning through stage-specific assessments. We align in-class assessment to learning personalization based on individual learner needs and circumstances.



OUR CONTACT

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