

# Mentoring for Professional Development



A 1-Day In-Company Learning programme



[www.engineersireland.ie/cpdemployers](http://www.engineersireland.ie/cpdemployers)

## Mentoring

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Mentoring is a supportive learning relationship between a caring individual who shares his/her knowledge, experience, and wisdom with another individual who is ready, willing and able to benefit from this exchange to enrich their professional journey.

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Suzanne Faure, PhD

Mentoring has long been the poor relation in the Continuing Professional Development (CPD) family, with practitioners, learners and employers often unclear as to the exact aims and expectations. Indeed, Mentoring has been overshadowed somewhat in recent years by the rise in popularity of the coaching tool. Course author and facilitator, Aidan Harney, MIITD, believes that Mentoring is one of the most powerful developmental tools available to unlock the potential of employees and assist in the transition towards leadership.

Recent research confirms that among high-potential workers, their most preferred developmental tool is, in fact, Mentoring. Some development methods, such as technical training and 'buddying' may actually be viewed unfavourably by some of your 'high flyers'.



(Research: Galpin & Skinner): Helping High Flyers Fly High

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## Mentoring

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Mentoring is suitable for anyone who is on a significant 'learning curve' i.e. undergoing induction, career progression, new projects, working towards achieving a registered Professional Title, on a stretch assignment or within change programmes.

Engineers Ireland's dynamic one-day programme "Mentoring for Professional Development" distils best-practice as observed among over 100 leading CPD Accredited employers in Ireland and incorporates the best-practice European model.

Unlike other Mentoring training programmes, this course focuses on the behaviours, patterns and influences which enable high performance.

### Course content includes:

The practicalities of adult learning

Understanding the concepts of Shaping and Modeling

Why Mentoring is the developmental tool of choice for hi-potentials

The hidden pitfalls of Coaching without Mentoring

The qualities and competencies of a good Mentor

What a successful Mentoring meeting looks like

The 'must do' steps to ensure your Mentoring process works

Roles and responsibilities: Line Management and HR

What the mentee needs to know

Mentoring engineers towards a Professional Title e.g. Chartered Engineer

For those who want to learn more about becoming a Mentor (or for those who want to hone their Mentoring skills), this programme delivers insights and ideas.

### Course work includes:

Pre-course preparation

Case studies and role play

Group work

Readiness Assessment

Attendees leave equipped with the tools and the confidence to begin to Mentor others.



# What delegates say:

"Overall, excellent course. Very professional with excellent content and delivery. Appropriate practical examples."

"I have learned the basic tools to carry out the role of a mentor and also to facilitate the introduction of a scheme into our workplace."

"Use of case studies, team exercises enhanced the standard of instruction. Provides a very good yardstick for a mentor to refer to."

"Very well structured course. Will help my role as a line manager and a mentor."

"It was a very interesting and informative day. It will cause me to reflect on my own methods."

"It was very well focused on our company's needs and it achieved all my objectives."

# Employers that inspire!

For more information or to book a programme for your staff, please email:

[cpdemployers@engineersireland.ie](mailto:cpdemployers@engineersireland.ie)

[www.engineersireland.ie/cpdemployers](http://www.engineersireland.ie/cpdemployers)

Tel: 01-665 13 14

Engineers Ireland,  
22 Clyde Road,  
Ballsbridge,  
Dublin 4.