



competences



behaviours



attitudes

Programme for Senior and Executive Line Managers

**3D<sup>®</sup>**  
mentorship

*It takes talent to develop talent*





*you aren't a mentor until you are*

**3-D TRAINED**

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## 3-Dimensional Mentoring Programme

A world without mentors is a world without talent. It is a world without achievement, and a world without greatness. Welcome to Allaboard's 3-Dimensional (3-D) Mentoring Programme. The hallmark of an organization that is serious about Talent Management is a highly focused Mentoring and Coaching Programme that is aimed at proactively developing its High Potential (HiPO) employees, and helping them manage the necessary yet complex career transitions and personal development. However, the success of an organization's mentoring and coaching intervention largely depends on the strength and quality of its Mentor bench - does it have mentors with the right calibration, skills, integrity and passion to guide the development of its most promising employees.

The 3-D Mentoring Programme is designed to develop mentors and coaches who can effectively partner HR in the talent development agenda. The Programme is focused on equipping mentors with the knowledge to initiate and lead transformative relationships in a way that meets the needs of mentees, the organization and mentors themselves. We develop the core skills which include relationship management, development needs assessment, potential profiling, coaching, questioning and listening, consulting, performance counseling and feedback. We especially help mentors to successfully deliver mentoring in a 'Generation Y' and 'Generation Z' environment that is characterized by young, ambitious and social-savvy mentees with radically different learning styles and relationship skills.



*It takes talent to develop talent...*



## competences

- Cornerstones of a Successful Mentoring Relationship
- Role of a Mentor / Coach and Mentoring Deliverables
- Mentoring Framework, Relationship Cycle & key Stages
- Understanding Potential & Attributes of High Potentials
- Collaborative Goal Setting & Performance Coaching
- Components of a Personal Development Plan (PDP)
- Structuring & Delivering Mentoring & Coaching Sessions

## behaviours

- Effective Mentoring and Coaching Conversations
- Effective Listening and Questioning Skills
- Career Blockages, Gridlocks and Derailment
- Creating a Catalytic Learning Environment
- CSFs: Measuring + Reporting on the Mentoring Relationship
- Ethical Considerations in Mentoring & Coaching

## attitudes

- How far are you from Effective Mentor – 3-D Profiler



Targeted - executive, senior & mid-level managers; key supervisors

## Price Guide Full Course

Please call or email Macdonald for a latest Quotation on the 3-D Course



At Allaboard, we don't simply deliver training; we also provide our valued clients and delegates with the requisite Tools to manage the interventions. If your company undertakes the 3-D Mentoring Course, we will provide you with the following training and programme management Tools;

- Mentoring Skills Self-Assessment Tool
- Exemplary Leadership Assessment Tool
- Mentoring Inception Meeting Guideline
- The Mentoring Agreement Template
- Mentee Learning Needs Diagnostic Framework
- The Mentee Satisfaction Survey Tool

Please note that all Tools provided to the client as part of capacity development remain the Intellectual Property (IP) of Allaboard Africa. All forms of reproduction and transmittals must be authorized in writing by Allaboard . We can customize the tools to suit client preferences and/or circumstances.



**To: the Director for Projects and Programmes at Allaboard Africa:**

Please register the following Delegate for the online 3-D Mentoring Programme

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| Full Name of Delegate |  |
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| Job Title |  |
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| Name of Company |  |
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| Delegate's Email Address |  |
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| Delegate's Mobile Number |  |
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| Authorizing Manager's Name |  |
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Delegates registering for the 3-D Mentoring Programme must be proficient in the English language. The Programme, its format, delivery and certification are governed by the Terms and Conditions as set out by Allaboard and its Partners Refund after payment of Course fees, whether in part or in full, is not acceptable.

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| Authorizing Manager's Name |
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**PROGRAMME FEES - TO BE ADVISED**

Fee depend on whether you have ordered an in-house solution or your delegates are attending an open 3-D Course. Call or email Macdonald for a Quote