

**BUDDY**  
**Peer Mentoring Program**



## **SYNOPSIS**

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This program introduces the META mentoring framework and equips the participants to use it as a model to guide their peer mentoring interactions through out this six months program.

This program equips the mentors (seniors) with the appropriate mentoring skills and through the process of peer mentoring, the mentee (juniors) are developed to take on and operate at a higher levels of leadership.

## **OBJECTIVES OF PROGRAM**

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- Learn the importance of understanding and growing yourself and developing others.
- Understand perspective & principles in effective mentoring.
- Develop one critical area of need/competence of the mentee as highlighted and owned by the mentees. .
- Overcoming obstacles during mentoring.

## **METHODOLOGY**

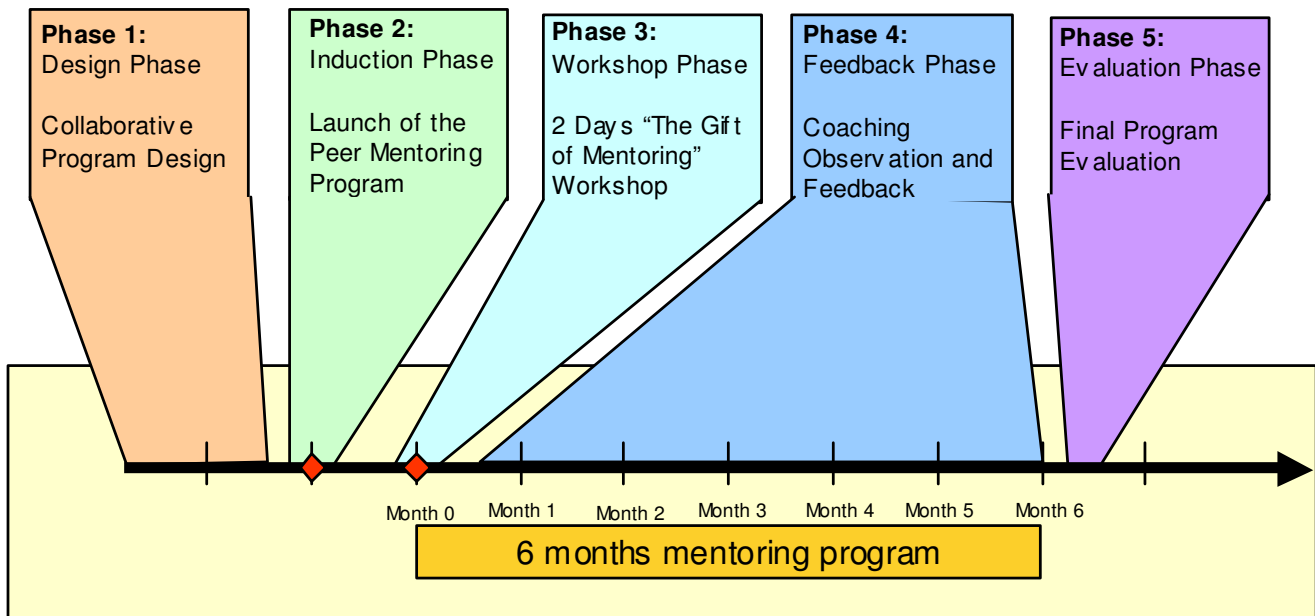
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This program combines lectures, role-plays, group discussions, videos, case studies and an executive coach's observation phase. Specifics includes:

- Assessment - Mentor and mentee self-assessment tools will be used to evaluate the effectiveness of the mentor and mentee.
- Specific – The focus of the mentoring sessions will be on specific leadership competencies identified by the organization.
- Intentional – Both parties will set aside time to work through these competencies to improve performance in their leadership role.

- Collaborative – The mentor and mentee will jointly agree and work synergistically through these competencies. An executive coach will be in attendance to observe and provide process feedback during one of the mentoring sessions for every mentor-mentee pair.
- Intensive – This program will cover a 6-month period. Monthly mentoring session will last between 1 to 1.5 hours each.
- Personal: There will be maximum customization and in-depth development of the individual through the one-on-one setting of the mentor-mentee relationship.

## BUDDY Peer Mentoring Program Time Frame



**Details of Phase 3:  
“THE GIFT OF MENTORING”  
TWO DAYS WORKSHOP**

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**Session One: Appreciating The Mentoring Process**

- A. Introduction: Issues and Challenges
- B. What is Mentoring?
- C. The Process of Mentoring
- D. Meta’s GROW Grid

**Session Two: Assessing Self In Mentoring**

- A. Am I a good mentoring candidate?
- B. What Makes an Effective Mentor?

**Session Three: Practicing the Art of Mentoring**

**Session Four: The Skills In Mentoring**

- A. Asking Good Questions:
- B. Giving Affirmation
- C. Giving Good Feedback

**Session Five: Risks and Handles In Organizational Mentoring**

- A. Decreasing Risks in Organizational Mentoring
- B. Risks in Mentoring

**Session Six: Overcoming Hurdles In Mentoring**

**Session Seven: Developing A Mentoring Plan**

**Session Eight: The Gift of Mentoring**