4.5 Establishing an Internal Mentoring Programme

The programmes within this Business Development pillar are not "off-the-shelf" courses. They are designed as a menu of development options that can be combined, adapted and shaped to reflect how your organisation actually creates value, wins work and sustains client relationships. What appears to be a requirement for "sales training" often points to something deeper – commercial confidence, consultative thinking, internal collaboration or the ability to articulate value with credibility.

These outlines are therefore best read as catalysts for discussion – prompts to help you reflect on how opportunity is identified, pursued and converted and what kind of development will genuinely shift commercial behaviour. In practice, the most effective solutions often draw on complementary elements from across our other pillars – Communication, Personal Development, Management and Leadership and Senior-Level Leadership and Talent Development. Every intervention we deliver is built in partnership with you, around your culture, your people and the outcomes you need to achieve.

Course Overview

An effective mentoring programme accelerates development, strengthens retention and enables knowledge to flow across the organisation. When structured well, mentoring becomes a powerful mechanism for building capability, confidence and future leadership strength.

This practical one-day programme equips participants with the tools and insight to design, implement and sustain an internal mentoring programme that is purposeful, fair and aligned to organisational priorities. Participants learn how to define clear objectives, match mentors and mentees effectively, support productive relationships and evaluate impact.

Delegates leave with the confidence and practical framework required to establish mentoring as a credible, valued and performance-enhancing part of organisational life.

Who Should Attend

HR and Learning & Development professionals, talent practitioners and managers who want to:

- Establish or strengthen an internal mentoring programme
- Support professional growth and future readiness
- Improve retention and knowledge-sharing
- Use senior capability more effectively
- Build a culture of learning and collaboration

Applicable across all sectors where development and succession planning are priorities.

Context

Mentoring can play a pivotal role in developing people and preparing future leaders. Yet many programmes fall short because expectations are unclear, relationships are poorly matched or senior time is not used effectively. Without structure and purpose, mentoring risks becoming informal and inconsistent.

At Expleo we help organisations design mentoring programmes that align to strategic talent needs. This programme enables participants to create mentoring frameworks that encourage purposeful connection, support development and contribute directly to performance and future readiness.

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Leadership & Management Development

How Certification is Earned

Upon successful completion of this course, participants will be awarded a certificate of attendance from Expleo Academy.

Course Objectives

By the end of this programme participants will be able to:

- Describe the purpose and benefits of internal mentoring
- Define the key components of an effective mentoring programme
- Match mentors and mentees based on development needs
- Support productive and focused mentoring relationships
- Evaluate mentoring outcomes and refine the programme
- Strengthen a culture of collaboration and shared learning

Course Outline

1. The Value of Internal Mentoring
- Benefits for development, retention and performance
- Supporting succession and leadership capability

2. Designing the Mentoring Framework
- Defining purpose, scope and success measures
- Clarifying roles, responsibilities and expectations

3. Matching Mentors and Mentees
- Criteria and methods for effective matching
- Supporting diversity and inclusion

4. Supporting the Mentoring Relationship
- Providing structure and guidance
- Maintaining momentum and quality

5. Monitoring and Evaluating Impact
- Measuring progress and experience
- Using insight to improve the programme

6. Building a Mentoring Culture
- Encouraging engagement at all levels
- Reinforcing learning and collaboration

Training Methodology

Interactive and design-focused learning including:

- Case studies and workplace scenarios
- Group planning and programme design
- Tools and templates for implementation
- Guided reflection and action planning

Participants will leave with practical resources and confidence to establish an internal mentoring programme that is sustainable, credible and aligned with organisational needs.

Contact

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