

Mentoring Specialised Training for Mentors



30 – 31 May 2022
Online

Background

To be a resilient organisation it is most desirable to have an effective mentorship policy in place.

Mentoring is a process in which an experienced individual helps another person develop his or her goals and skills through a series of time-limited, confidential, one-on-one conversations and other learning activities. Mentors also draw benefits from the mentoring relationship. As a mentor, you will have the opportunity to share your wisdom and experiences, evolve your own thinking, develop a new relationship, and deepen your skills as a mentor. Mentoring relationships can occur at all professional levels.

In today's world, where the businesses are changing at a speed never before, pressures of change are paramount. The employees are adapting too many changes to be successful in their work. In such environment, mentors play a special role in creating an agile and adaptable atmosphere and by enhancing the productivity and chances of success for the employee by providing clarity, checking the employee on his unproductive ways of working and overcoming mind-set barriers and showing the employee a correct direction and path of success in his career.

As organizations are on a guard, to check their costs, it is only imperative to develop mentors internally in the organizations, who are familiar with the culture, acceptable practices and dynamics of the work environment.

Mentorship program also has extended benefits to the organization – change management, employee retention, organisation culture development, standardization of working practice and having pulse on employee's perspective on what makes them successful.

AIMA has been conducting various interventions to help organisations build Mentoring processes and train the professionals on mentoring. AIMA has conducted such mentoring trainings for more than 50 organisations including Odisha Power Transmission Corporation Limited (OPTCL), RBI, CONCOR, Vaibhav Global Limited etc.

To build mentoring skills amongst the professionals, AIMA is presenting yet another specialised training on 30-31 May 2022.

Training Content

- Understanding Mentoring
- Difference between Mentoring and Coaching
- Purpose of Mentoring
- Mentor's Role
- Process of Mentoring
- Specific Challenges and how to address: Inputs on handling
- Change in role of mentees - Non executive to executive role
- Skills to be an Effective Mentor
- Characteristics of an effective Mentor
- Focus on communication process
- Listening Skill to be an effective Mentor
- Giving & Receiving Feedback

Learning Outcomes

By the end of the training programme the participants will be able to understand and define:

- The roles and responsibilities of a mentor and mentee
- Mentor – Mentee relationship
- Techniques to achieve mentoring goal

Highlights of the Training

- In depth deliberations by Experts
- Interactive and engaging training delivery
- Certificate of Participation: Upon successful completion of the programme, participants will be awarded a certificate of participation by AIMA
- Networking with mentors from other organisations

Registration Details

- Pre-registration and pre-payment is **MUST** for participation, as seats are limited
- Participation on first come first basis
- Delegate fee is non-refundable. Changes in nominations are acceptable

Participation Fee

Rs 12,500/- per participant + GST as applicable.

- 10% discount for AIMA Members and for 2 participants or more from same organization
- 10% discount for AIMA Vice Chancellors Council members

About AIMA

The All India Management Association (AIMA) is the apex body for management in India with over **38000 members** and close to **6000 corporate / institutional members** through **67 Local Management Associations** affiliated to it. AIMA was formed over 60 years ago and is a **non-lobbying, not for profit** organization. It works closely with industry, Government, academia and students, to further the cause of the management profession in India; and is represented on a number of policy making bodies of the Government of India and national associations. AIMA offers various services in the areas of testing, distance education, skill development & training, research, publications, executive education and management development programmes – both in the physical and virtual mode. In addition, AIMA brings to the Indian managers, the best management practices and techniques through numerous foreign collaborations with professional bodies and institutions.

For Registration Contact

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