

Setting up a Mentoring Programme

THE COMPLETE TOOLKIT

Everything you need to build the best mentoring
programme for your organisation



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Types of mentoring

There are various types of mentoring. Before setting up a programme, it's important to understand what types of mentoring, and consider what type would be the most beneficial for your employees and your organisation.



Traditional One-on-One Mentoring
Personalised guidance to accelerate career growth.



Group Mentoring
Collective learning and development through shared experiences.



Peer Mentoring
Mutual support among colleagues for skill enhancement and teamwork.



Reverse Mentoring
Fresh perspectives from junior staff mentoring senior leaders.



Gain a wider network:
With no administrative or time restrictions, mentees can gain professional advice from a much wider network.



Targeted programmes:
Programmes can be designed for organisational needs.



Tracking skill advancement:
Tracking development of crucial financial and interpersonal skills.



Diversity and Inclusion:
Promotes a more inclusive and varied workforce.

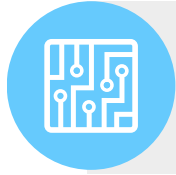


Knowledge transfer:
Facilitate a self-serving, seamless flow of industry knowledge and best practices.



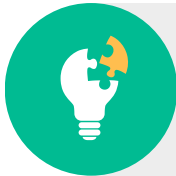
Track ROI:
Measure the success of your programme against your objectives with live reporting.

Your complete programme checklist



Use Technology

Embrace purpose-designed technology to streamline your mentoring programme, facilitating smoother communication, matching, and tracking processes.



Remove Barriers

Identify and eliminate any obstacles that may hinder participation or access to the mentoring programme, ensuring inclusivity and equal opportunities for all participants.



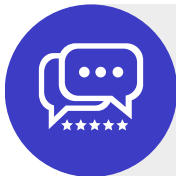
Refine Your Messaging

Craft clear, compelling messaging to effectively communicate the benefits and objectives of the mentoring programme, inspiring widespread participation and engagement.



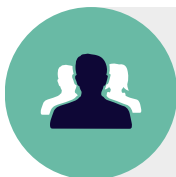
Create a Programme Engagement Campaign

Use Guider's mentoring experts to design and implement engaging campaigns that drive engagement



Harness Feedback and Testimonials

Set up bespoke surveys to leverage feedback from participants to continually refine and enhance the mentoring experience. Testimonials and success stories can serve as powerful motivators, inspiring others to get involved.



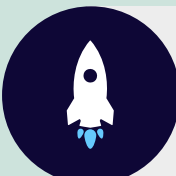
Build a Strong Mentor Base

Recognise and celebrate the invaluable contributions of mentors who generously invest their time and expertise in guiding and supporting mentees.



Regional / Programme Competitions

Organise regional competitions or initiatives tailored to specific objectives, encouraging participation and driving goal progression.



Engage Stakeholders

Encourage senior leaders to take part and demonstrate their commitment to professional development. Stakeholders will personally see the impact, creating a culture of mentorship from the top-down, inspiring broader participation and driving change.

10 uses of mentoring

Mentoring, peer learning or coaching is highly adaptive and our clients see the best results from targeted programmes.

Gain inspiration to find the best programmes for your organisation.



Leadership Development

Fast-track the development of future leaders by learning crucial skills, developing growth mind-sets and expanding networks.



Onboarding

Pair new starters with experienced employees, proven to increase wellbeing and longevity.



Graduate Schemes

Make Graduate Talent feel welcome and supported. Gen Z have higher work expectations, so invest in their development early on.



Women in Leadership

Mentoring guides and inspires women at crucial stages of their careers, promoting upward mobility and inclusive leadership teams.



Diversity & Inclusion

Individuals from an under-represented groups should be mentored and supported to improve minority advocacy, understanding all perspectives and representation in management.



Succession Planning

Identify high performing individuals and prepping through mentorship for senior roles within the organisation, creating a talent pipeline.



Knowledge Retention

Ensure industry knowledge and experience is not lost when people retire. Establishing mentoring facilitates the passing down of information across the business.



Maternity & Paternity

Preparing and returning to work can be daunting. Senior working-parents mentoring new working-parents can improve mental health, job satisfaction and productivity.



Skill Sharing

Typical for digital skills in organisations, mentoring can be focussed to enhance skill development from experts to learners.



Transitional Periods

Whether it's new management, a structure overhaul, re-distribution etc, mentoring can help re-establish a culture of community across the organisation in a relatively short period of time.

Create the perfect match, every time.

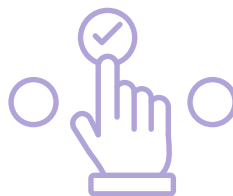
We know that learning is individual and should always be personalised to the learner. Centralising mentoring and peer learning programmes into one, self-service platform makes this step easier than ever.

How to create the perfect match within your organisation:



Skills-Based matching

Replace manual pairing with our automated algorithm that evaluates skills, goals and your programme parameters to match employees, ensuring the perfect match, every time.



Choice-driven development

Our algorithm ensures compatibility matching, but mentees have the freedom to make their final choice. The balance between algorithmic matching and personal preference enhances engagement and ensures mentees are invested in their growth.



Save time, cut administration

Automate matching and refocus on generating engagement to hit your programme goals. Our scalable system grows with your organisation, eliminating administrative burdens even as you expand.

Frequently Asked Questions (FAQs) for setting up a programme

*Answered by Lucy Brinklow,
Customer Success Manager @ Guider*



DO YOU ONLY SUPPORT MENTORING PROGRAMMES?

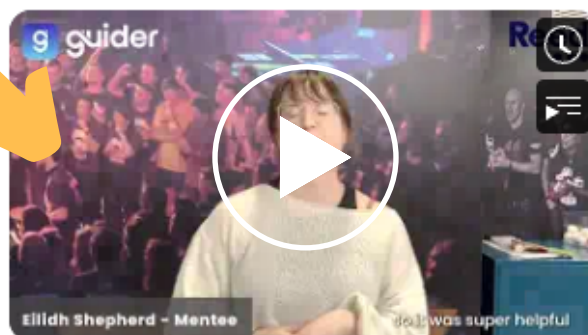
Our platform supports peer learning experiences beyond traditional mentoring including buddying, group mentoring, peer learning or even graduate support programmes. We can help you design the best programmes for your business.

IS THE PLATFORM CUSTOMISABLE?

Absolutely! You can fully customise your user experience to align with your brand and company learning processes.

HOW WILL THIS BENEFIT MY ORGANISATION?

I've seen my clients accelerate upskilling and career advancement without limitation of users, they had no idea this was possible without a scalable software. We design programmes to meet organisational targets, to really drive change in the business.



Mentoring Women in Technology | Reed and Guider

HOW CAN I SET PROGRAMME OBJECTIVES?

Begin with the end in mind to identify key challenges and set SMART goals for obtainable programme outcomes. We can help you align these and stay on track.

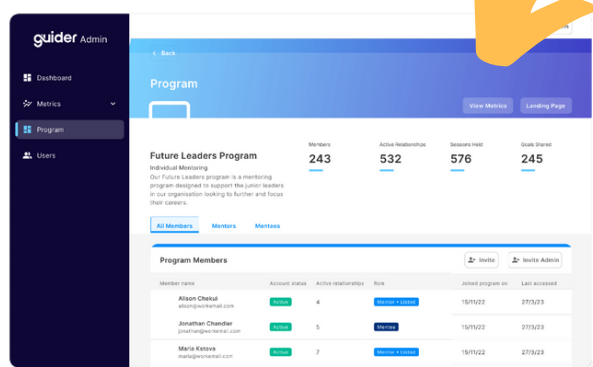
WHAT DEFINES SUCCESS?

We know for every client, success is different. Align programmes with your key metrics, such as engagement, retention rates, and employee demographics.

WHAT SUPPORT AND TRAINING IS PROVIDED?

You'll have a dedicated CSM like myself for setup, support, and optimisation. The users can access our Learning Hub, filled with incredible content to improve their experience at every step of the way - we also love running engagement webinars to teach them the power of mentoring!

Check out our Admin Portal!



WHERE WILL THE DATA BE STORED?

As a programme administrator, you can access secured user data to track programme success from one central portal. All data is securely stored in compliance with the highest industry standards, ensuring information remains safe, secure, and confidential at all times.

CAN WE INTEGRATE OUR TOOLS?

Yes! We understand the importance of a seamless user experience. Guider software supports Single Sign-On (SSO) and integrates with Microsoft Teams and Outlook, among other tools.

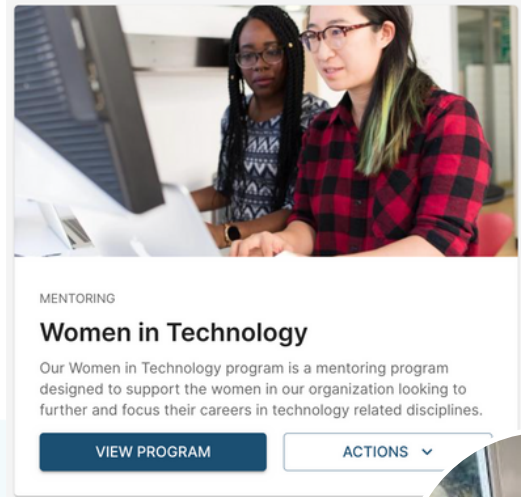
HOW LONG DOES IT TAKE TO LAUNCH A PROGRAMME?

Launch timelines can vary based on scope and customisation requirements, but most programmes are up and running within weeks. Our team works efficiently to ensure a swift setup without compromising quality or effectiveness.

HOW DOES THE MATCHING ALGORITHM WORK?

Our AI-powered matching algorithm pairs employees based on skills, goals, and learning preferences to create the most meaningful connection. We can add further criteria to tailor this to your programme.

Testimonials



KEVIN DAINTY

Programme Coordinator

Reed

—“ —



Guider has transformed the way our Women in Technology programme runs. We have saved time, eliminated all administrative burden and found a self service platform that we can track and monitor mentorship progression.



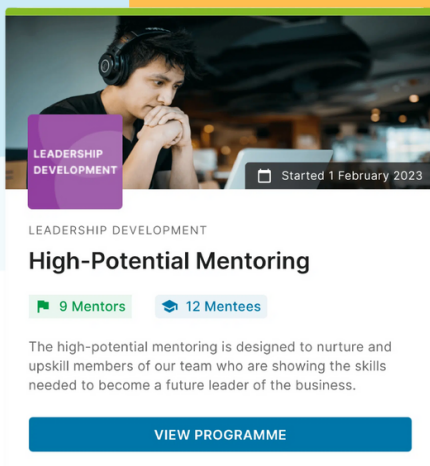
M&S

—“ —

NICOLE EDWARDS

Mentee

I found Guider really easy to use, it took me minutes to choose the right programme for me, list the skills I was looking for support with, and get a mentor - I could even make my choice from a list of matches. It made it so personal.



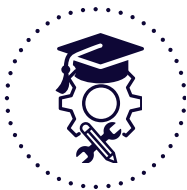
Setting up your programme, step-by step



**Define
objectives**



**Limitless
customisation**



**Central
learning hub**



**Choose your
programme**



**Skills-based
matches**



Track ROI



Join us on our journey to accelerate employee development.
Powering internal mentoring for Global, forward-thinking brands...



Deloitte



FIFA



LVMH

M&S



CLYDE&CO

Next Steps..

1

Calculate ROI

We've crunched the numbers from all of our customers to work out the financial value of mentorship for businesses.

[Click here to calculate](#)

2

Design your programme

Gather the information to design and build the best programme for your business with Guider software.

[Try it now](#)

3

Still unsure?

Choosing a programme can be hard. Our expert team is here to discuss your objectives and get a custom pricing proposal for your organisation, with zero obligation to buy.

[Book a 20-minute consultation](#)