

Building a Successful Mentoring Program

Lois Sachary has eight hallmarks for creating and growing a mentoring culture in your organization.

1. **Accountability** - Define roles and responsibilities for participants. Set goals and expectations and gather feedback.
2. **Alignment** - Make sure the goals of your mentoring programs are in line with the goals of your organization.
3. **Communication** - Make sure everyone is aware of your mentoring efforts, the participation, results, and successes of the program.
4. **Value & visibility** - Share mentoring stories of participants across the organization. Leaders sharing their own success stories help motivate and highlight the benefits of mentoring for all employees.
5. **Demand** - As your mentoring programs grow, more people will want to participate. The more people that participate the more successful the program and the organization will be.
6. **Multiple Mentoring Options** - Encourage all avenues of mentoring, including group mentoring and one-on-one mentoring. They are not mutually exclusive, but actually build well upon each other.
7. **Continuing education** - Mentoring is an integral part of the training and development of the organization.
8. **Safety Nets** - Mentoring provides a way to learn and take risks without the fear of failure. Having others in the organization to rely on when you get stuck helps everyone maintain high productivity.