



Mentoring/Coaching Program

The Bridge Group, LLC (BG) provides seminars, organizational development/design, conflict resolution, crisis intervention, and coaching to individuals and groups in both the public and private sectors. In response to requests by senior executive management in many organizations the BG has developed seminars to provide coaching/mentoring to mid-level management being "groomed" for leadership and management of the corporation in its next wave of growth.

The Bridge Group recognizes that many corporations are poised to take this next step in corporate growth by assisting their greatest resource, their people, in growing and expanding their abilities in the critical skills necessary for this greater responsibility.

The concept of mentoring/coaching is a process of re-discovery. In ancient times the system of having the master of a trade training the apprentice was an everyday common occurrence. However, in more recent times this practice has been abandoned.

Learning from our distant ancestors, we discover that there was the apprentice, the journeyman and the master of any given trade. This is also true today. However; the journeyman who is at the prime of their career, has little time or patience for the art of mentoring/coaching. Thus the task or honor falls on the master of the trade; who has gained the wisdom and patience required to be successful in the art of mentoring/coaching.

With this in mind, several well intentioned mentor/coaches require only a little guidance in the application of the craft in order to gain success with their understudies.

Objectives of the mentoring/coaching program include:

- Enhancing the learning curve of the next generation of leaders.
- A hand-off of "tribal" knowledge that the senior talent possesses.
- Assistance in maintaining the focus and drive of the current "Journeyman" performers.
- Generating a support system for those who wish to grow and excel in a "Gifted and Talented" program.
- A short program of mentoring/coaching for the willing participants will increase the efficiency and performance of all involved.

There are young lions that strive to be at the top of their game, but lack the tribal insights that are held by the older, wiser lions. Next, there are the prime lions that are totally immersed in their careers, and at the height of their energy and performance. Finally, there are the older lions which have tremendous insights, wisdom and tribal knowledge that have been acquired over many years. These insights and knowledge can be extremely beneficial to the younger lions, but only when there is a process in place to pass this gift along.

In order to acquire the highest degree of efficiency in a mentoring program, there are two areas of understanding which should be implemented.



Mentoring/Coaching Program (Cont.)

First, the mentor. This is where the focus of the learning process is placed. The mentor is taught to pass on insights and knowledge to the apprentice.

Second, the apprentice. Here the learning process is focused on creating an awareness of the value of additional information and knowledge which the mentor possess.

In order for change to occur, there has to be an understanding of the importance of the tribal information that the mentor has. The apprentice often moves at an accelerated pace. Frequently, they become sidetracked with their idea, and think they have 100% of the knowledge base needed to bring their idea to fruition. However, they lack insights and wisdom that can only be gained by experience or learned from a mentor. The apprentice doesn't realize they only have twenty five percent of the one hundred percent of the knowledge needed to complete their idea. The mentoring program changes this misconception

The Mentoring Program is a two day course designed to establish the following skills for the mentor and the apprentice:

- A Common language for understanding the goals, objectives and outcomes.
- An understanding of how to work within the diversity of styles.
- Communication skills which enhance the conceptual exchange between the mentor and the apprentice.
- A discovery of the challenges associated with Mentoring.
- Learning how to approach change with win-win outcomes for both the apprentice and the mentor.
- Acquiring a learning pace that is effective.

The second phase of this course is a hands-on coaching session(s) for the mentors. The participants will be trained until they have the necessary skills to work alone with an apprentice. Each mentor will be taught individually to accommodate the different learning styles of each individual.

Benefits of the Mentoring Program:

- Development of a strong contingency plan.
- Smooth delivery of tribal information from the mentor to the apprentice.
- Improvement of team morale.
- Matching people with their personal strengths.
- Effective communication skills.
- An honoring of the old lions.

The creation of an environment where insights, knowledge and wisdom can be passed from the mentor to the apprentice will bring success for today's organizations. There will be a rediscovery of the great experiences held in the dens of the older lions. The Mentoring Program will nurture confidence and self-efficacy with the apprentices and at the same time honor the mentor and their gifts. This combination will bring tremendous benefits to the organization.