



TMR REPRINTS

MENTORING BEST PRACTICES

TRAINING MEDIA REVIEW *by trainers, for trainers*

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INSIGHTS TO BETTER MENTORING PRODUCT RATINGS

Holds user interest	★★★★★
Production quality	★★★★★
Ease of navigation	★★★★★
Interactivity	★★★★★
Value of content	★★★★★
Instructional value	★★★★★
Value for the money	★★★★★
Help/Support	★★★★★
Overall rating	★★★★★

ABOUT THE STAR RATINGS

Outstanding	★★★★★
Very good	★★★★
Good	★★★
Above average	★★
Average	★
Below average	★
Poor	★

TRAINING MEDIA REVIEW provides objective reviews of training content and supporting technologies, advice on media-related training issues, research reports, and consulting.

www.tmreview.com

TOLL FREE 877.532.1838 TEL 617.489.9120

EMAIL editor@tmreview.com

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INSIGHTS TO BETTER MENTORING, 2006, 26 min., QMR, \$625. Facilitator's Guide (printed and digital), PowerPoint Slides, program transcript.

by Nancy Price

QMR will tell you that *Insights to Better Mentoring* is not a resource to help you structure a mentoring program in your organization. The company feels there are many other excellent resources readily available to help you do that. However, if you're looking for some best practice information on what makes any type of mentoring relationship successful, *Insights to Better Mentoring* is exactly what you are looking for.

Mentoring relationships can provide solutions to many of the critical issues confronting companies today. Whether you are focusing on leadership continuity or quality, creating generational peace, preserving institutional knowledge, or building cross-cultural competency – a program incorporating QMR's foundations of mentoring will help you achieve all of these goals. This is an excellent program that will improve the quality of any type of mentoring partnership for both the mentor and the mentee.

AIMED AT MENTOR AND MENTEES

The target audience of the program is mentors and mentees. It includes a video or DVD, a printed facilitation guide including reproducible handouts, a CD with the facilitation guide in Word and PDF formats, and PowerPoint slides to be used as classroom presentation support material.



The 26-minute documentary-style DVD explores four successful mentoring relationships. The employees profiled are not actors but actual mentors and mentees who work in these organizations. I appreciated the variety of the companies depicted as well as the diversity of the mentoring pairs.

The DVD is a component of well designed two-hour or three and a half-hour training programs for mentors and mentees. The facilitated program consists of pre-DVD discussion questions introducing mentoring, a screening, and post-DVD discussions exploring the four pillars of mentoring—Inquire, Share, Encourage, Care—and how they are illustrated in the film.

The facilitation guide for *Insights to Better Mentoring* is one of the best instructor's guides I have seen. The facilitation portion is only 17 pages followed by some very nice reproducible handouts. The guide is visually appealing with an uncluttered look and a clean, consistent format. Even if you do not have a lot of experience with mentoring programs, the facilitation guide is so well designed that as soon as you open it you will probably say to yourself, I can do this!

NO HARD SELL

What is unique about *Insights to Better Mentoring* is that the program does not suggest or “sell” any particular structure or format for a mentoring program but instead encourages you to focus on building the confidence and skills of your mentors and mentees. The DVD does an excellent job of showing the best practice core values or pillars of mentoring (Inquire, Share, Encourage, Care) in action.

The variety of profiled companies, mentors, and mentees make this program widely appealing and relevant for all types of organizations. And the real employees in the DVD are superb!

The program format is flexible, offering a short or longer version—and the highly interactive format makes it very easy to facilitate.

I am very impressed with the content, design, flexibility, and materials this program offers. I would highly recommend it if you would like to build the quality of your mentoring relationships.

RECOMMENDATION

I highly recommend QMR's *Insights to Better Mentoring*. If you are starting any type of mentoring program in your company, I would not do it without this valuable resource. If you already have a mentoring program, this program is perfect for enhancing the quality of your mentor and mentee partnerships—which is exactly how I plan to use it!

QMR—The Respectful Workplace Company

800-800-5129

425-455-0558

www.qmr.com

Nancy Price (nancy_price@nstaronline.com) has spent 23 years in the learning and performance field with experience in diversity, performance consulting, instructional design, mentoring, focus group process, and team facilitation. She is currently an Employee and Organizational Effectiveness Consultant working at NSTAR Electric & Gas Corporation. Her responsibilities include leading the company's diversity initiatives to create an inclusive and welcoming work environment; supporting Human Resource's integrated planning process to acquire, develop, and retain key talent; and delivering high-value strategic and operational consulting services to all NSTAR business areas.

