

TALENT MANAGEMENT ESSENTIALS

DESIGNING WORKPLACE MENTORING PROGRAMS

An Evidence-Based Approach

TAMMY D. ALLEN, LISA M. FINKELSTEIN, and MARK L. POTEET



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Designing Workplace Mentoring Programs An Evidence Based Approach

Laura Gail Lunsford



Designing Workplace Mentoring Programs An Evidence Based Approach:

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Designing Workplace Mentoring Programs Tammy D. Allen, Lisa M. Finkelstein, Mark L. Poteet, 2011-09-13 This book presents an evidence based best practice approach to the design development and operation of formal mentoring programs within organizations It includes practical tools and resources that organizations can use such as training exercises sample employee development plans and mentoring contracts Case studies from organizations with successful mentoring programs illustrate various principles e g how the mentoring program is aligned with other organizational systems and suggest best practice contemporary strategies

Designing and Implementing Global Selection Systems Ann G. Ryan, Nancy T. Tippins, 2009-03-30 Designing and Implementing Global Selection Systems provides insights and essential management tools for planning and implementing an effective global staffing system Provides the basic principles of employee selection and insights into the challenges of globally standardized selection systems Describes common pitfalls and the most effective best practice strategies for global staffing issues Includes helpful sidebars with examples to assist in making the best choices regarding selection system development and implementation

A Handbook for Managing Mentoring Programs Laura Gail Lunsford, 2016-08-11 Despite the interest and pervasiveness of mentoring there has been little attention devoted to professionalizing mentoring for program managers in learning organizations especially post secondary institutions and there are scant resources available for mentoring coordinators This book fills that gap Drawing on research on mentoring and coaching in psychology education and organizations this guide translates research into practice by helping program administrators learn more about the behaviors of mentoring stages of mentoring relationships elements of high quality relationships and recognizing and avoiding dysfunctional ones The book includes diagnostic surveys and case studies that coordinators might use in their programs and makes an important contribution to the literature on mentoring providing a practical up to date resource for those working in the field on how to set up run and evaluate their mentoring programs

The SAGE Handbook of Mentoring David A. Clutterbuck, Frances K. Kochan, Laura Lunsford, Nora Dominguez, Julie Haddock-Millar, 2017-02-09 The SAGE Handbook of Mentoring provides a scholarly comprehensive and critical overview of mentoring theory research and practice across the world Internationally renowned authors map out the key historical and contemporary research before considering modern case study examples and future directions for the field The chapters are

organised into four areas The Landscape of Mentoring The Practice of Mentoring The Context of Mentoring Case Studies of Mentoring Around the Globe This Handbook is a resource for mentoring academics students and practitioners across a range of disciplines including business and management education health psychology counselling and social work **Making Change** Jeanne Hites Anderson, Maurine Pyle, 2020-06-03 Every community has issues or opportunities that need to be addressed The expert knowledge of community members could be the key to creating lasting change By making community members into facilitators Making Change Facilitating Community Action suggests they can guide community members through the process of making change and to help them determine their goals and methods The aim of this book is to enable facilitators to identify concerns and address enable and foster change at the local level through effective facilitation This book follows a six stage model for creating change Beginning with issue awareness it continues through getting to know the team they are working with seeking information on the issue and community through facilitating the planning and community development through evaluation This book focuses on the human side of the change process while also teaching the practical skills necessary for individuals to reach their goal Making Change is for people interested in making change to improve their community including students community activists local government and educational leaders **Handbook of Private Practice** Steven Walfish, Jeffrey E. Barnett, Jeffrey Zimmerman, 2017-03-13 Handbook of Private Practice is the premier resource for mental health clinicians covering all aspects of developing and maintaining a successful private practice Written for graduate students considering the career path of private practice professionals wanting to transition into private practice and current private practitioners who want to improve their practice this book combines the overarching concepts needed to take a mental health practice whether solo or in a group from inception through its lifespan From envisioning your practice to accounting and bookkeeping hiring staff managing the practice and running the business of the practice a diverse group of expert authors describe the practical considerations and steps to take to enhance your success Chapters cover marketing dealing with insurance and managed care and how to choose your advisors Ethics and risk management are integrated throughout the text with a special section also devoted to these issues and strategies The last section features 26 niche practices in which expert practitioners describe their special area of practice and discuss important issues and aspects of their specialty practice These areas include assessment and evaluation specialized psychotherapy services working with unique populations of clients and more Whether read cover to cover or used as a reference to repeatedly come back to when a question or challenge arises this book is full of practical guidance directly geared to psychologists counselors social workers and marriage and family therapists in independent practice **The Blackwell Handbook of Mentoring** Tammy D. Allen, Lillian T. Eby, 2011-08-24 Cutting across the fields of psychology management education counseling social work and sociology The Blackwell Handbook of Mentoring reveals an innovative multi disciplinary approach to the practice and theory of mentoring Provides a complete multi disciplinary look at the practice and theory of mentoring and demonstrates its

advantages Brings together for the first time expert researchers from the three primary areas of mentoring workplace academy and community Leading scholars provide critical analysis on important literature concerning theoretical approaches and methodological issues in the field Final section presents an integrated perspective on mentoring relationships and projects a future agenda for the field

On Being a Mentor W. Brad Johnson, 2015-10-16 *On Being a Mentor* is the definitive guide to the art and science of engaging students and faculty in effective mentoring relationships in all academic disciplines Written with pithy clarity and rooted in the latest research on developmental relationships in higher educational settings this essential primer reviews the strategies guidelines and best practices for those who want to excel as mentors Evidence based advice on the rules of engagement for mentoring mentor functions qualities of good mentors and methods for forming and managing these relationships are provided Summaries of mentorship relationship phases and guidance for adhering to ethical principles are reviewed along with guidance about mentoring specific populations and those who differ from the mentor in terms of sex and race Advice about managing problem mentorships selecting and training mentors and measuring mentorship outcomes and recommendations for department chairs and deans on how to foster a culture of excellent mentoring in an academic community is provided Chalk full of illustrative case vignettes this book is the ideal training tool for mentoring workshops Highlights of the new edition include Introduces a new model for conceptualizing mentoring relationships in the context of the various relationships professors typically develop with students and faculty ch 2 Provides guidance for creating a successful mentoring culture and structure within a department or institution ch 16 Now includes questions for reflection and discussion and recommended readings at the end of each chapter for those who wish to delve deeper into the content Best Practices sections highlight the key takeaway messages The latest research on mentoring in higher education throughout Part I introduces mentoring in academia and distinguishes mentoring from other types of relationships The nuts and bolts of good mentoring from the qualities of those who succeed as mentors to the common behaviors of outstanding mentors are the focus of Part II Guidance in establishing mentorships with students and faculty the common phases of mentorship and the ethical principles governing the mentoring enterprise is also provided Part III addresses the unique issues and answers to successfully mentoring undergraduates graduate students and junior faculty members and considers skills required of faculty who mentor across gender and race Part IV addresses management of dysfunctional mentorships and the documentation of mentorship outcomes The book concludes with a chapter designed to encourage academic leaders to make high quality mentorship a salient part of the culture in their institutions Ideal for faculty or career development seminars and teaching and learning centers in colleges and universities this practical primer is appreciated by professors department chairs deans and graduate students in colleges universities and professional schools in all academic fields including the social and behavioral sciences education natural sciences humanities and business legal and medical schools

The Center for Creative Leadership Handbook of Coaching in Organizations Douglas Riddle, Emily R.

Hoole, Elizabeth C. D. Gullette, 2015-01-26 Effect better outcomes with a robust coaching program The CCL Handbook of Coaching in Organizations deals with the practical ethical and political challenges of coaching within an organization From coaching superiors to coaching business teams this book outlines the Center for Creative Leadership CCL approach to professional coaching to help readers better manage leadership development and talent management program outcomes With expert guidance on the key functions of human resources learning and development and organizational development readers will gain insight into the issues associated with coaching program implementation and management and the use of internal versus external coaches Coverage includes a wide range of coaching based services used in most large organizations with practical advice on creating the right programs for maximum impact within the available budget Professional development is a hot topic and plays a key role in attracting and retaining the best talent Coaching is a broad area within the field encompassing a range of services and goals with varied expectations and requirements This book provides actionable guidance for those designing initiating and implementing coaching programs with new approaches and techniques that drive better outcomes Provide direct coaching within an organization Manage coaching systems and programs Initiate and lead mentoring and peer coaching programs Manage external coaches and deal effectively with coaching suppliers An ideal coaching program must balance need with budget and be tailored to the requirements and resources of both the organization and the participants It s a complex undertaking but the right strategy and planning can lead to even better than expected outcomes For the human resources professional who wants to strengthen an organization s coaching program CCL Handbook of Coaching in Organizations is a thoughtful reference for a specialized function

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