

Training
Course

Mentoring Excellence Building Future Leaders

Course Plan

Introduction

Mentoring is one of the most powerful tools for developing talent, strengthening leadership pipelines, and building organizational resilience. Effective mentoring goes beyond knowledge transfer—it inspires, guides, and empowers future leaders to achieve their full potential.

This program equips participants with the mindset, skills, and structured approaches to become impactful mentors who drive growth, innovation, and long-term success.

Course Objectives:

- ✓ Understand the strategic importance of mentoring in leadership development.
- ✓ Develop essential skills to build strong and effective mentor–mentee relationships.
- ✓ Apply structured frameworks and tools for impactful mentoring conversations.
- ✓ Foster confidence, motivation, and accountability in mentees.
- ✓ Overcome challenges and manage dynamics in the mentoring process.
- ✓ Design and implement mentoring programs that align with organizational goals.
- ✓ Create a culture of continuous learning and leadership development.

Who Should Attend?

- Senior managers and executives.
- Mid-level leaders preparing for senior roles.
- HR and Learning & Development professionals.
- Team leaders and supervisors seeking to mentor rising talent.
- Professionals involved in talent development programs.
- Anyone aspiring to enhance their leadership and mentoring effectiveness.

Training Methods:

- ✓ Online Video material.
- ✓ Presentation.
- ✓ Live Interactive sessions.
- ✓ Course presenter will make extensive use of all tools that will be needed for the virtual environment.
- ✓ Questions & Answers

Course Outline:

Day One

- Defining mentoring: concepts, myths, and realities.
- The role of mentoring in leadership pipelines.
- Distinguishing mentoring from coaching, training, and supervision.
- Characteristics of an excellent mentor and mentee.
- Establishing trust and psychological safety.

Day Two

- Communication mastery for mentors: active listening & powerful questioning.
- Emotional intelligence in mentoring relationships.
- Cultural awareness and diversity in mentoring.
- Goal setting and expectations alignment.
- Providing constructive feedback and guidance.

Day Three

- Motivating and empowering mentees.
- Developing problem-solving and critical thinking in mentees.
- Mentoring through storytelling and role modeling.
- Navigating conflicts and difficult conversations.
- Balancing support with challenge for growth.

Day Four

- Handling dependency, resistance, or disengagement.
- Ethics and boundaries in mentoring.
- Structures and models of formal mentoring programs.
- Matching mentors and mentees effectively.
- Monitoring progress and measuring success.

Day Five

- Leveraging technology and digital platforms in mentoring.
- Mentoring to develop strategic thinking.
- Encouraging innovation and adaptability.
- Preparing mentees for leadership roles.
- Building a sustainable mentoring culture in organizations

Training Details

Course Duration	5 Days
Pre-Schedule	24 – 28 Oct 2025
Venue	Hilton Vienna Plaza
Training Fees Per Person	US \$ 5000 (Five Thousand)
Course Fees Include	<ul style="list-style-type: none"> ✓ Tuition documentation ✓ Curriculum and Training Handout ✓ Five star Lunch ✓ Completion Certificates ✓ Lunch Included