

PEER TEAM 4

# Mentoring Programme Impact

# Bridging career GROWTH & career DEVELOPMENT



## Develop

- Seek new skillsets
- Reflect on how to achieve goals
- Build meaningful connections

## Grow

- Seek opportunities
- Reflect on and pursue career goals
- Build strategic alliances





1

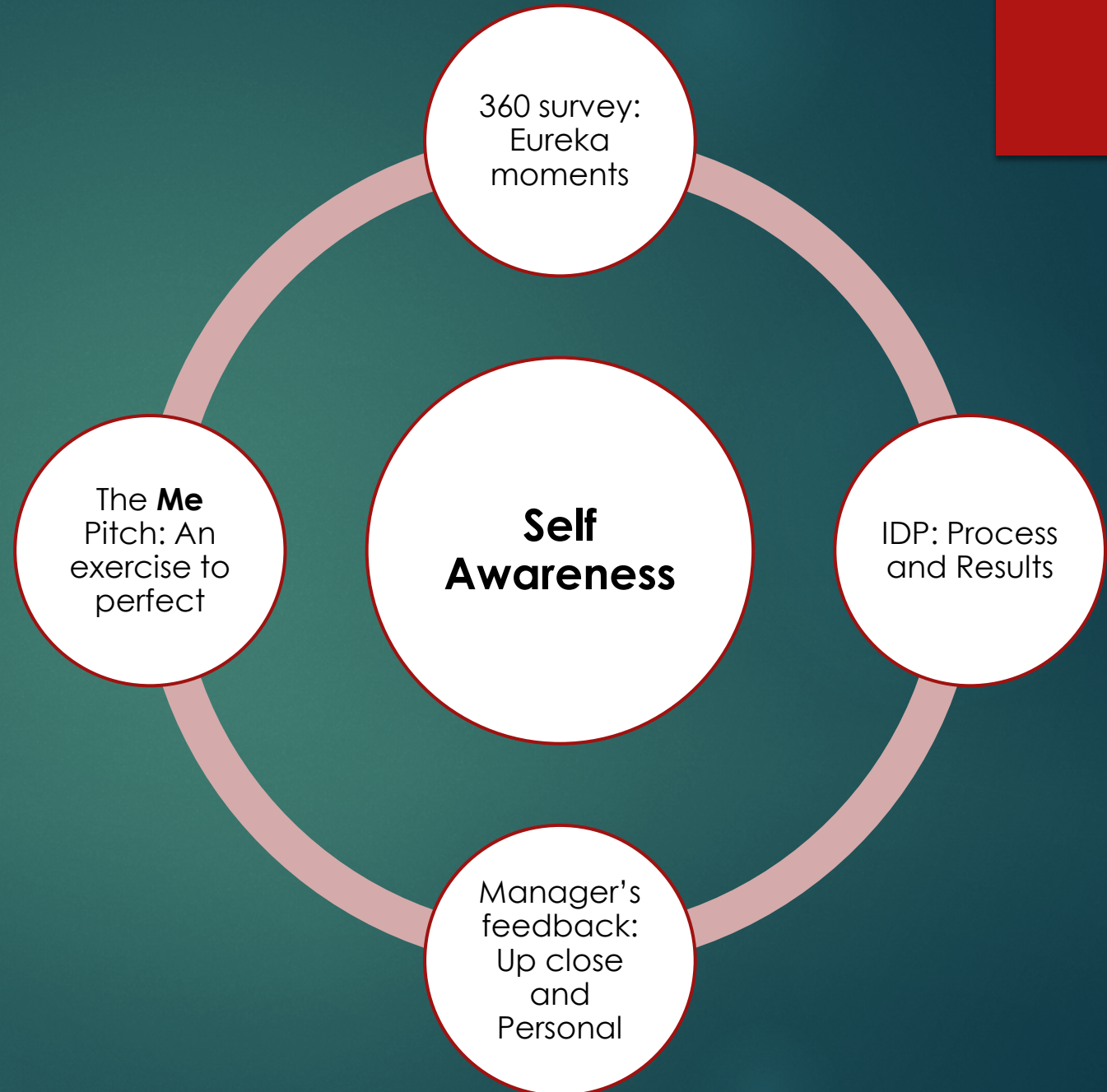
## Self awareness

Triggers a transformational process;

Continuous reflection;

Perhaps the only “Me” time we got in a while;

Opens channels of communication (with self, with team, with manager, with close ones, etc.)



## 2

### The Pitch

**Th 4 pillars:** What? So what? How?  
Now what?

**Guiding question:** What do they  
want to know?

**Content is 7% of communication.**  
**The How and When do matter.**

**Keep it short and use a bottom line**

**Link to IDP and career development  
and why not to career growth**





3

## Mentor Mentee exchange

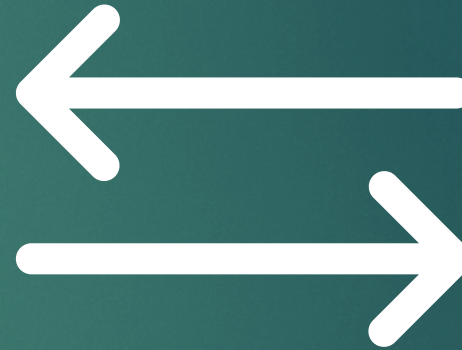
Availability of continuous and tailored guidance, materials, and resources;

Guidance on Work-Life balance especially in the current pandemic;

Practicing public speaking skills, particularly in virtual contexts;

Insights into career growth and opportunities;

Reflection on IDP → Networking and strategic alliances as an instrument to achieving goals.



# 4

## Power of the Team

- Give and seek feedback: the Feedback model
- Change is a group work
- Self motivation: Reframe, rework, release framework
- Creating an open forum for discussion
- Listening with curiosity
- Build our Relationship quotient  
 $RQ = IQ + EQ$





# Why it Matters to UNDP RBAS?

## Mentee

Learning curve and transformational process: Skills, self-awareness, goals, access to resources including personal guidance;

Exposure to more complex, high-profile work assignments or projects and links to contacts;

Safe space to talk through various work topics or challenges;

Opportunity to build trust with someone who is objective, inside the organization, but outside of the direct team circle.

## Mentor

Exercising leadership skills with a focus on one individual at a time;

By using active listening and observation, the mentor gains insight into another's thinking processes, skills and work behaviour and sets up an environment for feedback, development, and professional inspiration;

Mentoring allows the mentor to sharpen his/her own skills and gain the personal satisfaction in coaching and guidance into success.

## UNDP

Cares about developing people internally;

Employee retention and engagement increase;

Develop talents fostering innovation and for business continuity in crisis management;

Develop meaningful relationships between experienced leaders and those looking to develop new skills (potential leaders).