

**CONTUR's Mentoring Initiative
June 2009 – March 2010**

Working together towards success

The idea that experienced employees support and supervise younger employees when they start their work, in their careers and, more than anything, in developing their personality is becoming a more and more popular one.

Benefits of process supervision

Participants learn about the characteristics of a mentoring process and are intensively prepared to practice their role. During the course of the process, they gain experience as mentors and mentees and reflect on the mentoring relationship they are currently experiencing in group coaching, supervised by a CONTUR consultant.

How does the programme work?

The programme consists of three elements:

- **Initial workshop** each for mentors & mentees
- **Group coaching** each for mentors & mentees
- **Joint concluding workshop incl. theme night**

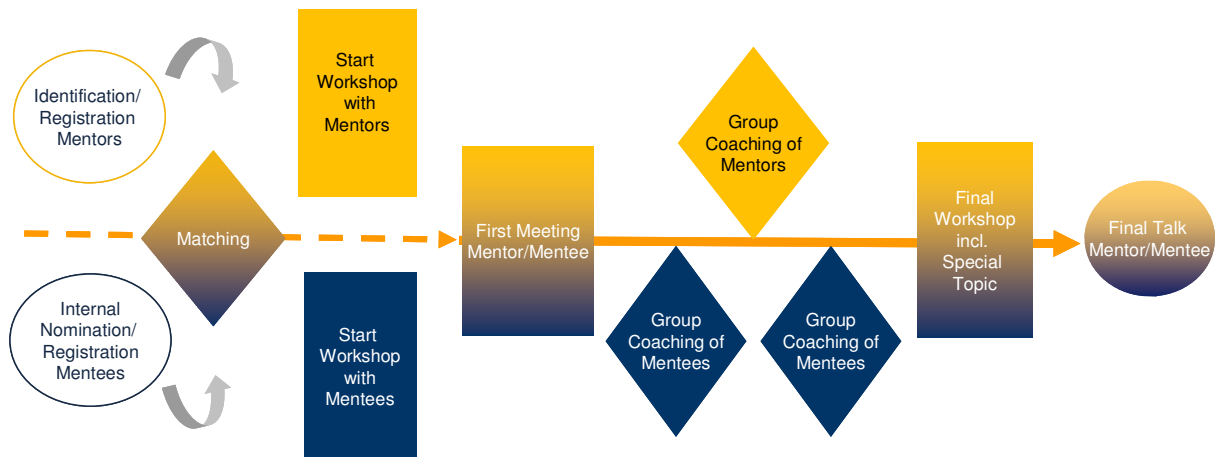
The individual elements

The initial workshop runs separately for the mentors and mentees. It provides participants with a general orientation about what mentoring means, what varieties of mentoring there are and what companies expect from mentoring. Furthermore, mentors and mentees are intensively prepared for the role that they are to practice.

The group coaching provides both mentors and mentees with an opportunity to reflect on and improve their mentoring relationship. Tools and procedures support them in increasing their own mentoring expertise.

The concluding workshop provides the opportunity for an intensive summary of the experiences gained during mentoring and prepares participants for the final meeting.

The theme night provides a space for exciting discussions relating to the subject of mentoring, thereby giving participants new perspectives on the subject.



Learning from a successful role model

The aim is to further develop the personality and skills of the mentee and promote his or her professional career.
From: Nele Haasen, Mentoring, 2001

COMIT participant voices

"I benefited a lot from the opportunity to think about my own behaviour."
"Being confronted with another opinion and exchanging views in the mentor meetings helped me a lot."
"I was able to make new contacts and expand my network."

The dates

A full programme is planned in 2009/2010 for each of the Northern, Central and Southern regions in cooperation with Continental AG. Participants from other companies are always welcome.

The costs

per pair* 1,750 €/pair
(plus participants' hotel and conference costs)

* Mentoring pair => 1 mentor and 1 mentee
We would also be happy to provide you with an in-house mentoring programme, tailored to your corporate culture and the individual needs of your company and employees. Just get in touch.

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