



TRAINING THAT DEVELOPS
REAL CAPABILITY



**Mentoring for Success: Advancing
Mentoring in the Workplace**

LPD031

Mentoring for Success: Advancing Mentoring in the Workplace

Effective mentoring plays a central role in supporting workplace learning, developing professional capability and strengthening organisational culture. As organisations welcome new talent and navigate increasingly complex roles and responsibilities, the need for skilled mentors who can provide structured, experience based support has never been greater.

This programme responds to the growing gap between technical excellence and the ability to guide others in applying knowledge effectively. Many people with deep expertise, whether technical specialists, senior professionals, or long tenured employees are asked to mentor without clear expectations, structure, or tools. This programme provides the clarity, confidence and practical approach needed to build successful mentor–mentee relationships.

Mentoring for Success is a highly interactive, practice focused two-day programme designed to equip participants with the mindset, skills and practical tools needed to become confident, capable and effective workplace mentors. The programme blends facilitated discussion, guided reflection, real-world case studies and hands-on skills practice ensuring that learners not only understand the principles of mentoring but can apply them immediately and meaningfully in their workplace. Throughout the programme, participants explore how high quality mentoring supports personal and professional development, strengthens employee engagement and retention and contributes to a culture of continuous improvement and organisational success.

Participants gain a clear understanding of what mentoring is and what it is not. They learn to differentiate mentoring from coaching, training and line management and examine the unique purpose, boundaries and expectations of a mentoring relationship. The programme introduces the essential roles and responsibilities within a mentoring partnership, including how to establish shared goals, define expectations and maintain healthy role clarity over time.

A core focus is on developing the communication capabilities that underpin every successful mentoring interaction. Participants practise active listening, powerful questioning and balanced, constructive feedback, learning how these techniques help mentees gain insight, build autonomy and make confident decisions. Emphasis is placed on building trust, rapport and psychological safety, critical conditions that allow mentees to be open, reflective and willing to stretch beyond their comfort zone.

The programme also equips learners to navigate common mentoring challenges such as differing communication styles, cultural or generational differences, mismatched expectations, overdependence and dips in motivation or progress. Through scenario-based practice, participants learn how to maintain professional boundaries, reset expectations and steer conversations back toward learning, growth and accountability.

By the end of the two days, each participant will have created a personalised mentoring action plan, capturing key insights about their own communication preferences, leadership style and strengths as a mentor. They will leave with a clear, practical framework for

planning, conducting and reviewing mentoring sessions, as well as the confidence to support mentees effectively over the course of a mentoring partnership.

This programme is available in both virtual and face-to-face formats and can be tailored to suit organisational context, role level or specific mentoring initiatives.

Duration & Price

Duration: 2 days

Delivery mode: This programme is available In-Company

Dates & Locations

In-Company training programmes are customised for your organisations specific needs. Most In-Company training is now delivered virtually.

In-Company Training

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What's covered?

This programme gives participants a structured, practical understanding of how to mentor effectively, supported by SQT's immersive, practice-focused training approach. Led by expert tutors with deep experience in communication and workplace behaviour, the learning is grounded in real challenges and delivered through focused, interactive activities that enable immediate application.

- Understand the value and purpose of mentoring and how it supports workplace development.
- Clearly distinguish mentoring from coaching and managing and know when to use each approach.
- Establish effective mentoring partnerships through clear roles, responsibilities and expectations.
- Apply core mentoring skills such as active listening, powerful questioning and constructive feedback.
- Navigate common and complex mentoring challenges, including trust-building, cultural differences, time pressures, mismatched expectations and mentee overdependence.
- Practise mentoring conversations using realworld scenarios and peer coaching.
- Identify practical next steps to strengthen your longterm mentoring practice.

Who should participate?

This programme is suitable for professionals who influence the growth, development and performance of others, including:

- **Mid-Level to Senior Professionals**
Individuals with leadership experience who currently mentor or intend to mentor others.
- **Team Leaders & People Managers**
Those responsible for developing talent and building high-performing teams.
- **HR & Learning and Development Practitioners**
Professionals who design, support, or implement mentoring initiatives.
- **Emerging Leaders / High-Potential Talent**
Individuals in early leadership development pathways who would benefit from mentoring capability.
- **Project & Programme Leads**
Cross-functional leaders guiding diverse teams and managing interpersonal dynamics.
- **Professionals Committed to Personal Growth**
Individuals seeking to strengthen interpersonal skills and leadership style.

What will I learn?

By the end of the programme, participants will be able to:

- **Explain the value of mentoring** in supporting individual growth, employee engagement and organisational performance.
- **Differentiate mentoring from coaching and managing** to apply the correct approach in workplace scenarios.
- **Identify and clarify the roles and responsibilities** of mentors and mentees in effective partnerships.
- **Demonstrate essential mentoring skills**, including active listening, powerful questioning and constructive feedback.
- **Build trust and psychological safety** to create supportive mentoring environments.
- **Recognise and address common challenges** such as overdependency, mismatched expectations and cultural differences.
- **Develop an actionable plan** for initiating, sustaining and evaluating mentoring relationships.
- **Reflect on personal leadership style** to strengthen mentoring capability and professional growth.

How do we train and support you?

We use experiential, highly interactive methods to support practical skill development, including:

- Pre-training consultation for tailored In-Company delivery
- Facilitated practice with optional recorded feedback
- Guided reflection activities to embed learning
- Training is available virtually or onsite, with small groups (8–10) for personalised support.

Tutors



Gina Ryan
[View Profile](#)

What Our Learners Say

We believe in excellence through transparency and continuous improvement. That's why we invite all our delegates to share their experiences on [CourseCheck.com](https://www.coursecheck.com), an independent platform dedicated to genuine, unfiltered feedback. Learner insights help us not only to enhance our training programmes but also empower potential learners to make informed decisions. Click on the link below to read firsthand experiences and testimonials from past learners.



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TRAINING THAT DEVELOPS *REAL* CAPABILITY

SQT provide a unique combination of high quality, accredited, practical training delivered by leading industry experts and supported by the most up to date learning technology and tools

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