Organizational Mentoring-Creating a Knowledge Based Organization Structure

التوجيه والإشراف التنظيمي لخلق إدارات قائمة على المعرفة والتطوير

10 – 14 December 2023

Bahrain

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Introduction

This program has been designed to support those organizations seeking to introduce an organizational Mentoring Culture into their work company environment. The course delivers a detailed step by step recipe for establishing and sustaining a comprehensive mentoring framework within the organization.

The benefits that this course can bring to your organization:

- From an HR perspective Organizational Mentoring' supports 'Talent Management', improves employee retention, increases morale, accelerates leadership, builds stronger and cohesive teams and promotes organizational learning.
- Organizational Mentoring engages stronger synergy and commitment across all levels of the organizational structure, pulling together the individual processes which often work in a fragmented manner giving rise to a lack of accountability, harmony and responsible direction.

Objectives

- Discover the benefits Organizational Mentoring bring to the organization large or small.
- How to prepare your organization or department to embrace a mentoring culture within its framework.
- Understand the 'culture' of your organization and its impact and influence on employee behavior, achievements and the strategic performance of the organization.

Who Should Attend?

- Engineers and Project Managers.
- Top Management
- Marketing Managers
- Sales Managers
- Operations Manager
- Finance Manager
- Human Resources Manager

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PROJACS ACADEMY
by egis

Course Outline

Day One

What is Mentoring?
- Explore the definitions of Mentoring.
- What is Mentoring? What experience do the delegates have in Mentoring?
- What is the difference between Mentoring and Coaching?
- Explore Maslow's 'Hierarchy of Needs' theory.
- What are the measurable benefits of introducing an organizational?
- Mentoring framework and resulting culture into the organizational.

Organizational Mapping
- What do we understand by 'Organizational Mapping?'
- Introduce the 'Organizational Mapping' process
- How to identify and recognize the organizational 'Learning Anchors' that already exist within the company
- Explore and manage the 'Consistency' of Practice' processes within your company
- Discover the learning style of the organization, department or team?

Day Two

Organizational Culture
- Understand what 'Organizational Culture' is, and its impact on employee behavior and commercial performance.
- Schein Theories of Culture & Leadership –Examine the 'Cultural
- Dynamics' of the organization through the identification of diverse cultures and sub cultures found in the company.
- What is understood by the term a 'Learning Organization'?
- Examine the 7 Learning Disabilities with an organization (Peter Senge.) Discover their influence and impact on individual and organizational performance.

Building A Learning Culture
- Understand the characteristics of a Learning Organization.
- Introducing the 7 key management processes.
- *Organizational Mentoring
- Explore the Theory of the 5th Discipline (Peter Senge)
- Discover what issues and practices stop or slow down individual and organizational performance.
- Understand how we learn. Examine the characteristics of Kolb's learning theory
- Investigate McGregor's 'X' and 'Y' theory

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Day Three

Implementing A Mentoring Culture
- How to prepare the 'Planning Model' Who will be included and engaged in the initial planning?
- How to manage the 3 elements of the Planning Model – Readiness, Opportunity and Support.
- Explore Daloz Theory which defines the7 functions that support Organizational Mentoring
- Establishing the planning group guidelines.
- How to successfully manage the processes of implementation.
- Identifying danger areas and short comings associated with the Implementation process.
- Define and categorize what we mean by mentoring and education
- Promoting demand towards mentoring within the organization.

The Hallmarks of Mentoring
- Examine the 8 'hallmarks' of Organizational Mentoring.
- How to create a 'Mentoring Pool'
- Building and managing a Knowledge Management checklist.

Day Four

Securing Mentoring Alignment
- Aligning the implementation process with the organizational framework
- Introducing and working with the Mentoring Alignment Tool.
- Identify role functions and managing the 'Gap analysis' process.

Promoting Accountability
- Define what we understand by the term 'Accountability'
- Organizational Mentoring
- Clarify expectations – measurable and none measurable.
- Define roles and responsibilities of the all participants and 'stakeholder's.
- Introducing a monitoring process and a mean of measuring results and performance.
- Define and lay out the 'Feed-back Cycle.
- Explore the approach and practices of 'Cross Cultural' mentoring and the types of approaches to be used.

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Day Five

The Importance Communication
- Understanding the challenges of organizational communication in the Organizational Mentoring process.
- Compiling and managing a Communication Check List.
- Understand how communication transforms resistance.
- Explore Schuler Theory – Why People Resist Change'
- Discover how Communication promotes Knowledge sharing within large organizational structures.
- Manage mentoring communication – deciding the objectives and communication styles and methods for each 'stakeholder'.
- Managing the communication process of Question and Answers.

Pulling it All together.
- An integrated session designed to pull together all theory and practical exercised together. To allow the delegate to depart with a clear 'road map' supporting by working documents and templates which will allow them to manage the role and function of Organizational Mentoring to their respective company.

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Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a 7" Tablet containing a copy of the presentation, slides and handouts
- Post-assessment

Program Support

This program is supported by interactive discussions, role-play, case studies and highlight the techniques available to the participants.

Schedule

The course agenda will be as follows:

- Technical Session   08.30-10.00 am
- Coffee Break   10.00-10.15 am
- Technical Session   10.15-12.15 noon
- Coffee Break   12.15-12.45 pm
- Technical Session   12.45-02.30 pm
- Course Ends   02.30 pm

Course Fees*

- **3,200 USD**
  VAT is Excluded If Applicable

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المقدمة

تم تصميم هذا البرنامج لدعم المنظمات التي تسعى إلى إدخال ثقافة التوجيه التنظيمي في بيئة شركة العمل الخاصة بهم. تقدم الدورة وصفة مفصلة خطوة بخطوة لإنشاء ودعم إطار عمل توجيهي شامل داخل المنظمة.

الفوائد التي يمكن أن تجلبها هذه الدورة التدريبية لمؤسستك:

- من منظور الموارد البشرية، يدعم التوجيه التنظيمي "إدارة المواهب"، ويحسّن الاحتفاظ بالموظفين، ويزيد الروح المعنوية، ويسرع القيادة، ويبني فرقًا أقوى ومتماسكة ويعزز التعلم التنظيمي.
- يشتمل التوجيه التنظيمي على تآزر والتزام أقوى عبر جميع مستويات الهيكل التنظيمي، ويجمع العمليات الفردية التي تعمل غالبًا بطريقة مجزأة مما يؤدي إلى الافتقار إلى المساءلة والانسجام والتوجيه المسؤول.

الاهداف

- اكتشاف الفوائد التي يجلبها التوجيه التنظيمي للمؤسسة كبيرة كانت أم صغيرة.
- كيف تُعِد مؤسستك أو إدارتك لتبني ثقافة التوجيه في إطارها.
- فهم "ثقافة" مؤسستك وتأثيرها على سلوك الموظفين والإنجازات والأداء الاستراتيجي للمنظمة.
- التفويض في العمل من خلال النقاط الاستراتيجية الرئيسية لتقديم إطار التوجيه التنظيمي والثقافة في شركتهم.

الحضور

- المهندسين ومديري المشاريع
- الإدارة العليا
- مدراء التسويق
- مديرين مبيعات
- مدير العمليات
- المدير المالي
- مدير الموارد البشرية