




Management Development Programme on The Art of Mentoring to Maximize Effectiveness



Programme Overview:

Mentoring is essential in today's world to motivate individuals and drive high performing professional teams. Progressive companies are focussing on mentoring as a strategic initiative to tap into the potential of each employee. Combined with contemporary training techniques, if implemented successfully, it becomes an effective tool to yield positive outcomes for the individual, teams and the entire organisation. Hence most organisations are aiming to impart these skills to their employees to inculcate a culture of 'engagement' and 'effectiveness' within the organisation.

Program Objectives:

- 1  Build awareness of the mentoring process, its importance and applicability in the current context of any organization
- 2  Learn mentoring skills to enable mentees reach their full potential
- 3  Become enablers of driving a culture of effective mentoring to yield positive outcomes for self, others and the organisation

Date: July 2023

Programme Duration: 2 days
SPJIMR Delhi Campus

Programme Content:

- Fundamentals of mentoring including building awareness of Mentoring Models
- Understand aspects of virtual and hybrid mentoring, reverse mentoring and other contemporary aspects
- Mentoring process & role modelling
- Importance of mentoring initiative towards employee engagement and talent development
- Mentoring skill building, its application to organisational effectiveness
- Develop a road map for the mentoring process to enable organisational effectiveness

Programme Pedagogy:

The programme will use a mix of pedagogical tools including:



Videos



Experiential individual and group activities



Role-plays



Case studies

Who Should Attend:

This programme is designed for middle to senior level management.



Certificate of Participation:

A certificate of successful participation by S.P. Jain Institute of Management & Research (SPJIMR) will be issued to each delegate at the completion of the programme.

About SPJIMR:

SPJIMR is counted among the top 5 B schools of India. In addition to our Mumbai campus, we also have a state-of-the-art Executive Education Centre in Delhi.

We are a part of the Bharatiya Vidya Bhavan and function as an autonomous Institute with entrepreneurial agility. Our guiding principles are to influence practice and promote value-based growth. We build on this through pedagogic innovations and pioneering programmes, which have helped us carve a unique and distinctive path in management education. SPJIMR has been recognized for its innovative programmes by global accreditation bodies- AACSB and AMBA.

Bharatiya Vidya Bhavan's S P Jain Institute of Management & Research (SPJIMR) is one of the six Indian business schools, along with IIM Ahmedabad, IIM Bangalore, IIM Calcutta, ISB and IIM Lucknow, to make it to the QS Global MBA rankings. This is the fifth consecutive year that SPJIMR is on this elite list.

Our salient features are as follows:

- 42 years legacy of management education
- 25+ years of executive education
- Over 12,000+ alumni,
- 100+ Corporate Partners,
- 50+ Global Partners,
- Renowned faculty with extensive corporate experience
- Globally recognized among top 5 B-Schools from India
- International accreditation by AMBA and AACSB

**Fees: Rs 24,900 per participant + taxes
(Early Bird and Group Discount applicable)**

For more information contact-

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Programme Director:



Dr. Snehal Shah

Professor

Organisation & Leadership Studies

Associate Dean – Academics & Research

Dr. Shah has 25 years of work experience in the areas of Organisation Behaviour and Strategic HR across three domains - Teaching, Research and Consulting. A Ph.D. from Carnegie Mellon University, she has worked with companies such as Bank of America and Nortel Networks in the US. After spending many years in academia and corporate America, she returned to India. She continued her teaching and consulting career at the School of Inspired Leadership, Gurgaon and lead the HR Specialisation for MBA students. Under her leadership, the HR Leadership Programme won the Game changer & Most Innovative award presented by the Society of Human Resource Management (SHRM). Subsequently, she joined SP Jain Institute of Management & Research (SPJIMR) in Mumbai. Currently she is the Associate Dean – Academics & Research and Professor of Organisation & Leadership Studies

