

CMI MENTORING EXCELLENCE

GLOBAL WEBINAR SERIES

This unique webinar series brings together Professor David Clutterbuck with some of the world's leading mentoring practitioners and researchers to share their mentoring knowledge and experience. In each webinar, David and his guest will explore an aspect of mentoring excellence, providing a global perspective on good practice in modern mentoring and mentoring programmes.

The webinars will be 30-45 minutes in duration and in English.



WEBINAR

1

TOPIC: Mentoring programmes to support diversity

Diversity-related mentoring programmes account for an estimated 40% of in-company mentoring programmes, with particular focus on gender and racial imbalances, and on transitions into leadership roles. There has been a major shift in many countries from a compliance perspective to one that leverages diversity. In this webinar, we will explore international good practice, covering topics including:

- Raising awareness of difference, implicit bias and cultural dissonance – and how to use these to benefit the mentoring relationship
- Managing diversity in matching mentors and mentees
- The roles of steering groups and sponsors

Date: 5th September 2017

Times: 8am and 6pm UK time

**Hosted by David and
Lis Merrick**

WEBINAR



2

Dates and times: 2nd October 2017 at 9pm UK time and 3rd October at 8am UK time

Hosted by David and Melissa Richardson

TOPIC: Enabling mentoring programmes with technology

Mentoring programmes must increasingly rely on technology to build scale and to make the benefits of mentoring available to a wide audience. New technology is transforming the way mentoring programmes are managed and how mentoring pairs can connect. In this webinar, we will cover:

- Overview of programme management software and digital learning platforms that can be used for mentoring programmes
- Research evidence for virtual mentoring relationships and practical advice for virtual programme managers
- How to decide whether and which technology is right for your programme

WEBINAR



3

Date: 22nd November 2017

Times: 8am and 9pm UK time

Hosted by David and Melissa Richardson

TOPIC: Mentoring programmes for professional associations

Professional Associations are increasingly using mentoring to support members through significant transitions, such as studying for professional qualifications, entering the profession, or becoming a partner or director. In this webinar, we will address issues including:

- How to engage members
- How to balance the need for high quality relationships with low programme costs
- Using virtual media for training and support
- The role of programme sponsors
- Managing continuous improvement

WEBINAR



4

Date: 16th January 2018

Times: 8am and 6pm UK time

Hosted by David and Kirsten M. Poulsen

TOPIC: Mentoring executives

Mentoring is a key element of leadership succession planning and becoming even more so as succession planning and talent management have to become more flexible. In smaller businesses, externally-resourced mentoring for leaders is one of the fastest growing applications of mentoring. In this webinar, we review previous and current good practice and research. In particular, we will cover:

- Key concepts and models
- The special requirements of executive mentoring, compared with mentoring in general
- Managing politics
- Integration of mentoring with leadership talent management

WEBINAR

5

Date: 21st March 2018

Times: 8am and 3pm UK time

**Hosted by David and
George Quek**

TOPIC: Measuring Mentoring

How do you know if your mentoring programme is delivering the results and value it should? Well-designed and well-managed mentoring programmes consistently deliver positive outcomes for 90% and more of mentors and mentees. Effective measurement supports the quality of mentoring relationships (because it stimulates mentors and mentees to reflect upon and review how they work together), allows programme managers to intervene at an early stage when relationships are not working, and supports continuous improvement. In this webinar, we explore what to measure and when, with examples of good practice.

WEBINAR

6

Date: 22nd May 2018

Times: 8am and 6pm UK time

**Hosted by David and
Lis Merrick**

TOPIC: Designing mentoring programmes that deliver real results

The International Standards for Mentoring and Coaching Programmes are the global benchmark for mentoring. In this webinar, we work with the various elements of the standards to bring you examples of good practice from around the world. We also explore some of the key challenges involved in programme design, communications, selection and matching, training, post-training support, measurement, quality management and more.

WEBINAR

7

Date: 5th July 2018

Times: 8am and 6pm UK time

**Hosted by David and
Angelos Derlopas**

TOPIC: Making the business case for a mentoring programme

How does mentoring deliver value for the mentee, the mentor, the organisation and for other key stakeholders? In this webinar, we review how to calculate the cost-benefit or return-on-investment from mentoring, and offer examples of how to make a convincing, evidence-based case to budget holders.

MEET THE SPEAKERS



DAVID CLUTTERBUCK

David Clutterbuck is one of the early pioneers of developmental coaching and mentoring and co-founder of the European Mentoring & Coaching Council. Author of more than 65 books, including the first evidence based titles on coaching culture and team coaching, he is visiting professor at three business schools. He leads a global network of specialist mentoring and coaching consultants, Coaching and Mentoring International.

Angelos Derlopas is a Certified Mentor Coach (CMC), a trained Team Coach (TCI), a trained Team Coach Supervisor (AHA/CSA), a Licensed Mentor trainer (DCP/CMI) and a Professional Certified Coach (PCC) credentialed through the International Coach Federation (ICF). He is a founding member and President of the ICF Greece Chapter and is currently delivering coaching training at Positivity, at the National Centre for Public Administration of Greece and at the University of Piraeus.

He has postgraduate studies in both Business Administration (MBA) and Psychology (MSc). He studied coaching in the UK and US, and Mindfulness Awareness Practices in UCLA.

He has 1,500 hours experience in coaching and mentoring and 3,000 hours teaching experience in coaching at the private, the public and the third sector.



ANGELOS DERLOPAS



LIS MERRICK

Lis's career in mentoring and coaching follows a successful career in Human Resources with senior posts for Merrill Lynch, European Investment Banking and The Thomas Cook Group. She is Managing Director of Coach Mentoring Limited, a Director of the Professional Mentor Academy Limited, the ISMCP Accreditation Chair (EMCC International Standards for Mentoring and Coaching Programmes), a Visiting Fellow of the Coaching and Mentoring Research Unit at Sheffield Business School and the EMCC (European Mentoring and Coaching Council) UK President.

MEET THE SPEAKERS



KIRSTEN M. POULSEN

Kirsten M. Poulsen is Managing Director at KMP+ House of Mentoring, an external Professor at Copenhagen Business School and co-founder and former President of EMCC Denmark. Kirsten has developed the 'Mentor+ Approach' which offers tools and concepts for designing and evaluating mentoring programmes, and the 'Mentor+Game' for training mentors and mentees (more than 7000 delegates have been trained to date) and she is the author and co-author of several books on mentoring. Some of her clients include Novo Nordisk, Airbus, Hewlett Packard, University of Oslo and University of Brighton. Kirsten has more than 25 years of experience in consulting internationally and holds an MBA from IESE Business School, Spain.

Melissa is Managing Director of Art of Mentoring, based in Australia. She has worked in the mentoring field for nearly 20 years during which time she has designed and implemented mentoring programs across public and private sector organisations, with a focus on membership organisations. Her company is at the forefront of the use of technology and online solutions to support geographically-dispersed mentoring programmes. Melissa is also an experienced Executive Coach and qualified Coach Supervisor, with a Masters Degree in Organisational Coaching and post-graduate qualifications in Strategic Marketing, Coaching Supervision and Counselling.



MELISSA RICHARDSON



GEORGE QUEK

George T. K. Quek is a leadership coach and consultant based in Asia. He has helped implement mentoring programmes and trained mentors/mentees for over 30 organisations in the last 8 years. He has partnered with David Clutterbuck for over 10 years.