

10 Questions to Ask Before Starting a Mentoring Program



Are you ready to design and start your mentoring program?

You likely want to dive right in and start your mentoring program today, but several factors need to be examined before you jump into the work of actually designing your program.

Here are 10 key questions you need to first consider and answer to give you some clarity on where mentoring may already exist at your organization, and how your plans fit into the big picture.

10 Questions to Ask to Get the Big Picture of Mentoring

1. First and foremost, why do you want to start a mentoring program?
2. What is your overall vision and goal for mentoring at your organization?
3. Is there already a mentoring program that is up and running at your company?
4. How are you using mentoring at your organization? Which business problems or challenges does it address?
5. Who is the core audience for the program?
6. How many people take part as mentees and mentors?
7. Do you want to improve what already exists, expand what exists, or start from scratch?
8. Who is in charge of the mentoring program (what department or initiative owns it)?
9. Do you have the power, budget, resources, etc. to enact changes in your organization?
10. Do you need to get the support of others to bring mentoring to your organization or to change the way you have been doing things?

Once you have answered these questions, you will start to see the bigger picture for designing a mentoring program at your organization. Now you can begin to see where your plans and ideas may fit into the overall landscape, and will have a better plan that is more likely to succeed.

Contact River today to speak with our experts about your mentoring vision, goals, and program ideas. Because at River, we can help you do more with mentoring.