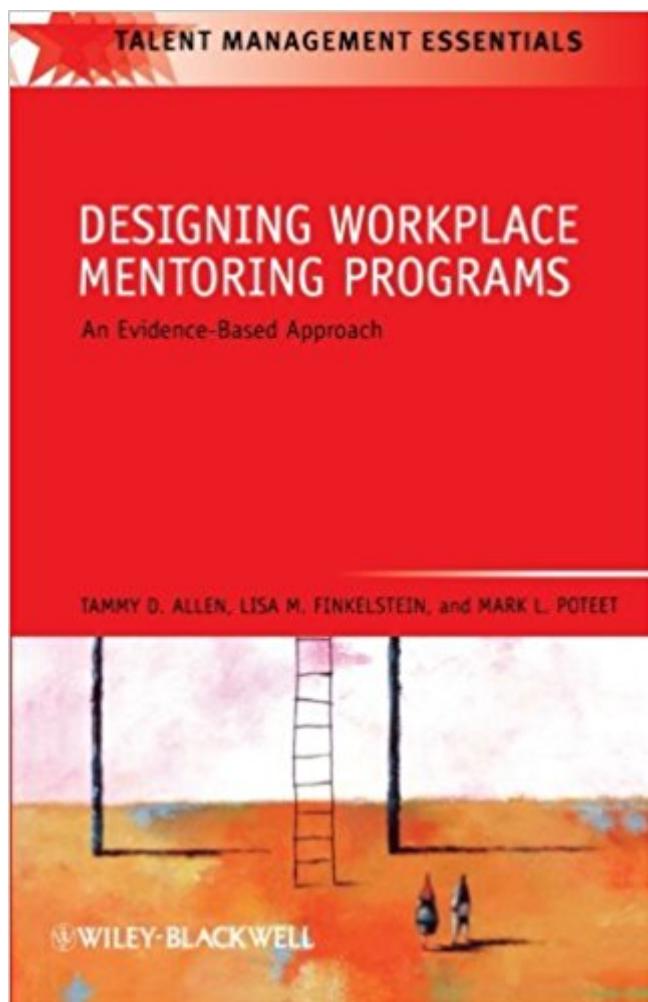


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# Designing Workplace Mentoring Programs: An Evidence-Based Approach



## **Synopsis**

This book presents an evidence-based best practice approach to the design, development, and operation of formal mentoring programs within organizations. The book includes practical tools and resources that organizations can use, such as training exercises, sample employee development plans, and mentoring contracts. Case studies from organizations with successful mentoring programs help illustrate various principles and best practice strategies suggested in the book. A start-to-finish guide that can be used by management, employee development professionals, and formal mentoring program administrators is also included.

## **Book Information**

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## **Customer Reviews**

"Designing Workplace Mentoring Programs by Allen, Finkelstein, and Poteet does an excellent job of applying relevant theoretical and empirical research for designing, implementing, and evaluating formal mentor programs. I believe that both academicians and practitioners will enjoy and benefit from reading this book." — Daniel Turban, University of Missouri "The collective mentoring experiences of leaders from major companies went into this well researched book. Read it first and save yourself a lot of misdirected efforts creating an exemplary program for your organization."

— Barry M. Cohen, Ph.D., Consulting Psychologist "Allen et al. have created a very practical and useful guide to developing workplace mentoring programs. For any HR Professional considering implementing such a program in their organization, this should be their blueprint."

— Mariangela Battista, Ph.D., Vice President, Organizational Culture & Effectiveness,

Starwood Hotels & Resorts Worldwide, Inc. "This essential volume offers a practical blueprint for building effective mentoring programs from the ground floor up. Using case interviews, best practices, and existing research, the authors offer a comprehensive guide that is firmly rooted in cutting-edge research. This is a "must-have" resource for every practitioner's bookshelf." *Belle Rose Ragins, University of Wisconsin-Milwaukee* "If you are planning or currently implementing a mentoring program this book is a must read. Its clear, concise presentation of research, combined with action plans and case studies takes the guesswork out of program success." *Ann Gowdey, MSW, Principal, Ann Gowdey Consulting* "Allen and colleagues have artfully presented a comprehensive, well integrated set of evidence-based recommendations for the design, delivery and evaluation of formal mentoring programs in organizational settings. This book is positioned to have a major impact on the field of mentoring and is sure to enhance the mentoring experience for mentors, protégés, and organizations alike." *Lillian T. Eby, Professor of Psychology, University of Georgia* "For the first time, Allen and colleagues have artfully presented a comprehensive, well integrated set of evidence-based recommendations for the design, delivery and evaluation of formal mentoring programs in organizational settings. This is a must read book for practitioners, who have been heretofore relying primarily on anecdotal evidence to help them create effective mentoring programs, often times with mixed success. The book also has strong appeal to academics because it provides a roadmap for cutting-edge, timely, and important research that can further reduce the science-to-practice gap related to organizational mentoring. The authors should be commended for their ability to take empirical research on formal mentoring programs and create a set of user-friendly guidelines and diagnostic tools to assist in the development of formal mentoring programs. This book is positioned to have a major impact on the field of mentoring and is sure to enhance the mentoring experience for mentors, protégés, and organizations alike."

*Lillian T. Eby, Professor of Psychology, University of Georgia*

This book presents an evidence-based best practice approach to the design, development, and operation of formal mentoring programs within organizations. It includes practical tools and resources that organizations can use such as training exercises, sample employee development plans, and mentoring contracts. Case studies from organizations with successful mentoring programs illustrate various principles (e.g., how the mentoring program is aligned with other organizational systems) and suggest best practice contemporary strategies.

I'm currently completing the design and development of a corporate mentoring program for my company. Of all the resources and best practices I've used, none have proven to be more valuable than "Designing Workplace Mentoring Programs". In roughly 150 pages the authors provide a very thoughtful, process-driven approach to mentoring programs, without sacrificing a rich dialogue about mentoring, as well. The tools and templates alone are worth the read, and each is supported by an analysis of their use in real-life mentoring. I've completed an on-line mentoring management certification, researched articles and best practices, and read 4-5 other books on mentoring, but this book remains my go-to guide. In fact, you could say this book has been MY mentor as I've designed and developed my company program.

This is an excellent resource for any organization looking to create an effective mentoring program or redesigning an ineffective mentoring program. The outline of the book is very easy to follow and is organized to allow for an easy appreciation of how to get a program up and running as quickly as possible. I absolutely loved the templates provided in the appendices and the real life case studies used to bring different elements of a mentoring program to life. The tips on the pitfalls to look out for in any mentoring program are also priceless. This is definitely a five star rated resource and is a must have for small, medium or large enterprises who are interested in complementing their employee development resources with a mentorship program. Excellent!

I really rate this book. As a thorough synthesis of empiricism and theory of formal organisational mentoring, I found the book immensely helpful. It's short, written in an accessible voice, and really worked for me.

I am using this as a work plan for designing an informal mentoring program at work. The book seems designed to fit our company's culture, and it provided a good template for creating our own outline. I definitely recommend this book.

It is extremely useful if you're trying to implement a mentoring programme, providing insightful examples, best practices and an overall perspective on the subject. It was an excellent buy.

Great reference

Had to have this for class. Prove to be informational

Helpful info. Had to read it for Graduate school.

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