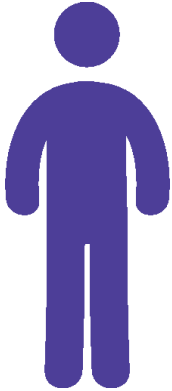


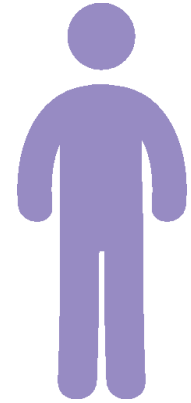
# V-Nurturing Mentoring Program



# What is mentoring



- Professional relationship
- An more experienced person (mentor) guide a less experienced person (mentee)
- Mentor will assist the mentee in achieving their career objectives



One to one  
mentoring



Group mentoring

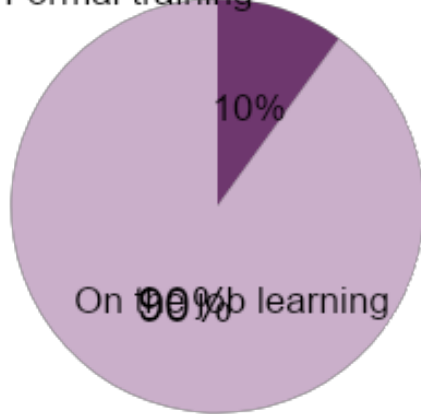


Distance mentoring  
(Virtual mentoring)

# Why mentoring?

## How we learn

Formal training



1

***Maximize mentee's learning beyond classroom training***, with guideline, supports, feedback and experiences from mentors

2

***Enhance mentee's leadership development***, through inspiration and supports by mentors

Mentoring can support individuals who are:

- new starters
- working towards a promotion
- changing roles in department/organization
- on a structured training program

## Why mentoring



# Benefit of mentoring

## To Mentees

- Gain from mentor's sharing & supports (e.g approach to work, knowledge, etc)
- Increase confident
- Developing a sharper focus on what is needed to grow professionally
- Networking with a more influential employee

## To Mentors

- Enhance peer recognition
- Opportunity to reflect on own practice
- Make your experience available to a new person
- Provide satisfaction through supporting the development of others

## To Veolia

- Fasten new staff's induction
- Enhance staff performance
- Facilitate the growth and development of high-potential leaders
- Encourages commitment to the Veolia
- Demonstrates visible commitment to staff development and continuous learning.

# Mentoring Program – an Overview

## Planning

Before setting up a mentoring program...think about:

- Why mentoring?
- Who are the mentor & mentee?
- How to pair up mentor & mentee?
- Your objectives (SMART goals)?
- How to achieve them?
- Duration
- Approach & format

## Execution

- Recruitment of mentor
- Matching of mentors & mentees
- Ongoing communications with mentors and mentees
- Resources for mentor & mentee
- Tasks & checklist for mentors and mentees (if any)

## Evaluation

- Have your objectives achieved?
- Feedback from mentors and mentees?
- What can be done better?

## Monitoring

- Any platform for status check?
- Ongoing status check
- Reminder for outstanding tasks?

# Our pilot program - EmpowHER...

## Objective

Networking for women – to reinforce the importance of networks, mentors and review how best to manage these as a woman. Mentor as sponsor for the action plan execution.

## Who are our mentors and mentees?

### Mentee

- Participants in EmpowerHER
- Ownership in self development
- Open minded, willing to learn from others

### Mentor

- Managers in Veolia
- Strong passion and interest in people development
- Willing share personal experiences



## Mentor's mission

### To Veolia

- Drive a diverse and inclusive working environment
- Liven up positive changes
- Cultivate the learning and sharing culture



### To Mentee

- Follow up the action plan of the mentee after the training
- Provide guideline and support for the mentee to achieve the action plan