

## CPD TRAINING

# MENTORING FOR PROFESSIONAL DEVELOPMENT



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### Programme Aim

Do you fully understand the strategic significance of mentoring? More and more knowledge-intensive firms are using mentoring to drive essential expert knowledge throughout their ranks. Mentoring also addresses a vital part of competence development i.e. behavioural standards, in a way that other developmental initiatives cannot. This programme covers the theory and practice of mentoring to bring about understanding and process control.

### Programme Outline

- Pre-course preparation work and assessment
- Mentoring theory history and update
- A mentoring process model
- Role-play
- Implementing effective mentoring linked to your strategy

### Learning Outcomes

This workshop will provide you with:

- An excellent understanding of mentoring theory
- The core skills for effective mentoring
- A total process tool-kit for mentoring meetings
- The essential steps to implementing mentoring
- Confidence to begin mentoring

### Who Should Attend

- Top management teams who need to understand how to tie mentoring to strategy
- New mentors or existing mentors refreshing their skills
- Those responsible for knowledge management and behavioural standards

### Facilitators

**Dee Kehoe**, Chartered Fellow CIPD, holds a BA in English and History and is Engineers Ireland's CPD Director. Dee has an accredited Diploma in Executive Coaching and a Train the Trainer Qualification. She previously acted as HR Manager for two multidisciplinary engineering consultancies. Dee has delivered mentoring consultancy and training to a large number of engineering-led organisations.

**Aidan O'Flaherty** is the CPD Team Leader at Engineers Ireland with responsibilities across the full spectrum of Engineers Ireland's CPD offerings. Aidan holds a BA in Economics and Philosophy from TCD and a Masters in European Economic and Public Affairs from UCD as well as professional qualifications in training and development from the IITD and mentoring from the CIPD. He is a member of the IITD. Aidan has more than 17 years' experience as a Learning and Development Professional working as a trainer, training consultant and knowledge management specialist.