

This Quarter's Checklist:

- Have you checked in with your employee on his/her Menttium experience?
- Have you provided feedback on the learning you've observed in your employee?
- Have you suggested ways your employee can demonstrate their new learning within the team, department and division?
- Have you supported your employee to make the mentoring experience a priority (including mentor meetings and Booster Calls?)

Supporting Your Employee's Mentoring Experience

Need more ideas for how to support your employee's mentoring partnership? Check out the Mentoring e-Minder tips and tools below.

Best Practices for Keeping Your Employee Focused:

1. Incorporate discussion of the Menttium program into regular monthly or quarterly meetings.
2. Identify changes in your employee's performance. What are some of the outcomes of the Menttium program?
3. Debrief on project & leadership activities.
4. Continue to communicate the expectation that the Menttium program is a priority.
5. Recognize the successes.

Quick Facts:

- ▶ Engagement occurs when employees know what to expect, have the resources to complete their work, participate in opportunities for growth and feedback, and feel that they contribute significantly to the organization. Engaged employees have consistently shown to be more productive, profitable, safer, healthier, and less likely to leave their employer.¹
- ▶ Research shows that the most valuable employees are choosing to stay and engage at companies with a demonstrated reputation for development opportunities, future career growth, meritocracy, and respect.²
- ▶ Workers were given a thank you card from the organization honoring their performance. The award was purely symbolic (non-financial). Results show that workers who were given the card outperformed workers who weren't given a card by 12 percent on average. The results provide strong evidence for the motivating power of non-financial recognition.³

1. http://kentblumberg.typepad.com/kent_blumberg/files/12_the_elements_of_great_managing_summarized_by_kent.pdf

2. http://www.leadershipvariations.com/PersonelQuarterly_Engagement__Sep2010.pdf

3. Kosfeld, Michael and Neckermann, Susanne, Getting More Work for Nothing? Symbolic Awards and Worker Performance. IZA Discussion Paper No. 5040. Available at SSRN: <http://ssrn.com/abstract=1638476>