

Experience on business mentoring

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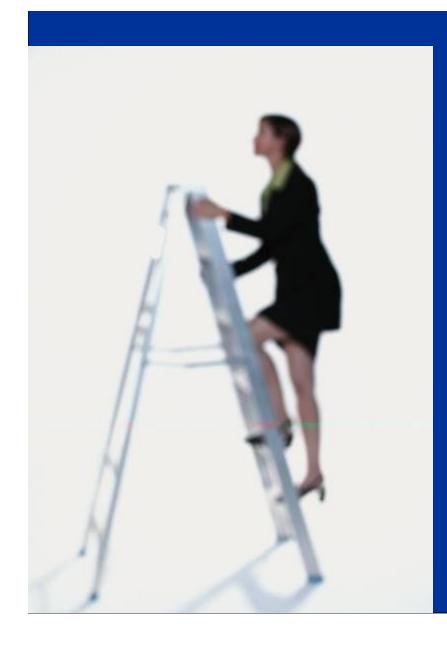




VHS Göttingen

- adult education provider
- 45 employees
- 460 tutors
- 14.000 participants (2009)
- 1.300 courses (2009)
- 58.000 lessons (2009)
- 15 projects / ESF, communal funding (2011)





Mentoring VHS Göttingen

- Mentoring Promotion of female junior managers
 2009 – 2010
- LIGHT Innovative methods and practices to facilitate social inclusion 2009-2011
- Give and go Women and companies
 2010 - 2013
- Women in leading positions
 2011 2013





Mentoring – Promotion of female junior managers

- cross mentoring
- 18 month
- profiling & matching
- meetings of mentor and mentee at least once a month





Additional activities

- peer-group meetings for mentees once a month
- experience meetings for mentors every second month
- two conferences for participating companies and decision makers





Qualification for mentors

- four seminars
- ½ 1 day
- coaching
- communication
- motivation
- knowledge management





Qualification for mentees

- 18 seminars
- two days
- project work + presentation
- introduction (I)
- working methods (I+II)
- project management (I+II)
- communication (I+II)
- international management (I+II)
- economics (I)
- leadership training (I-IV)
- team building (I)
- personnel management (I+II)
- self-development (I)





Results

- career advancement
- new duties and responsibilities
- participation in internal leadership program





Main challenges

- good matching between mentors and mentees
- attractive training offers
- high quality add-on-program for mentors
- right level of support





Main advantages

- mentees define their professional aims and develop strategies
- systematic career planning
- emotional support for difficult situations at workplace
- transfer of knowledge and experiences on professional level





www.vhs-goettingen.de

