

What kind of mentorship program is right for you?

So you want to start a mentorship program? That's great! Within larger organizations, informal mentoring likely happens on its own. However, you may be considering a formal mentorship program. You can measure it, keep track of matches, and leverage it for a host of different initiatives.

Common [use cases](#) for formal mentoring programs include:

1. Supporting **employees from underrepresented groups**;
2. Training **new managers**;
3. Emphasize culture and community in **remote workplaces**;
4. Preparing **high potential talent** for future leadership positions;
5. Setting up **new hires** for success with a buddy program;
6. Supporting **workplace well-being**;
7. Aiding **learning and development** programs;
8. Enabling **cross-department collaboration**;
9. Attracting and retaining **top talent**; and
10. Increasing **employee engagement**.

Which use case is best for you depends on the [goals of your program](#). Below we'll explain each in more detail.

Consider this your summary of different types of mentorship programs.

Ready to start your own mentorship program?

*We'll walk you through how mentoring software makes it easy to build and scale a mentorship program across your organization

Supporting DEIB with mentorship

Diversity and inclusion mentorship programs provide support to underrepresented employees. They help these employees access career guidance and support they might not otherwise have access to.

There can be a lot of challenges for minorities in the workplace, barriers to growth and development being a large one. A workplace mentor can help their mentees grow and increase their visibility for leadership opportunities.

Resources on DEIB mentoring programs:

1. [Mentorship vs Sponsorship: Why Both Are Important](#)
2. [Start a Diversity and Inclusion Mentorship Program: A Guide](#)
3. [Reverse Mentoring: A Toolkit for Diversity And Inclusion Initiatives](#)

Training new managers with mentorship

Many new leaders struggle with transitioning into their first formal leadership position. A mentor can be crucial to a successful transition.

Formal training courses don't always go deep enough into specific skills or behaviors necessary to prepare people for leadership positions. It's all theory, no practice.

Resources on starting a mentoring program for new managers:

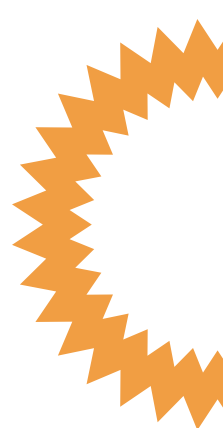
1. [How To Develop New Managers With Mentorship Programs](#)
2. [Why Learning Circles Set Up New Managers for Success](#)
3. [Tips For Mentoring New Managers](#)
4. [New Manager Mentoring Program Handbook](#)

Connecting remote teams

Remote workplaces are becoming more of the norm than the exception to the rule. While there are advantages to this style of working, there are distinct disadvantages around employee development. Remote mentoring programs are becoming a viable way to keep teams connected and growing. Here are several resources on how to start one in your organization.

Resources on remote mentoring programs:

1. [Starting A Remote Mentorship Program](#)
2. [Best Practices for Virtual Mentoring](#)
3. [How to Introduce an Employee Mentor Program into a Hybrid Workplace](#)



Preparing high potential talent for leadership

High potential employee development programs are usually designed with two goals in mind: (1) prepare them for future leadership positions and (2) avoid their turnover. HR leaders should engage high potential employees in the organization to increase retention. One of the best ways to make them more productive is by offering mentoring opportunities. Gartner's research shows that employees who receive support from leaders work 21% harder than their colleagues.

Resources on HiPo mentoring programs:

1. [Guide to Mentoring High potential Employees](#)
2. [Developing High Potential Employees](#)
3. [How to Hang Onto Your High Potentials](#)

Onboarding buddy programs

It's no longer acceptable to onboard new employees simply by introducing them to the team, outlining their responsibilities, and sending them off to the races. A successful onboarding program gives new employees a clear idea of the company culture. Research shows that employees who have a mentor (whether an onboarding buddy or senior leader) are significantly more engaged and have higher retention rates.

Resources for onboarding mentoring programs:

1. [Why Your Onboarding Program Needs To Include Mentoring](#)
2. [Why An Onboarding "Buddy" is Essential For Every New Employee](#)
3. [How To Build A Mentorship Program For New Employees](#)

Supporting workplace well-being

Employee wellness is a prerequisite for high levels of engagement and productivity as well as low levels of absenteeism and turnover. With that in mind, starting a mentoring program designed to support employee wellness is a great idea.

Resources building a mentoring program to support workplace well-being:

1. [How To Reduce Burnout: 6 Solutions For Thriving Workplaces](#)
2. [Wellness Program Goals And Objectives](#)
3. [5 Things To Know Before Starting An Employee Wellness Program](#)



Accelerating learning and development

Much of employee learning happens socially rather than through individual study. We don't know how to do our jobs until we actually start doing them. Despite this simple truth, corporate training programs emphasize coursework, quizzes, surveys, and other solitary activities.

Organizations are beginning to recognize the value of getting employees to learn together. They're more engaged, they retain more information, they build better team cultures. For that reason, mentoring programs are a critical next step for our learning and development strategies.

Resources on including mentorship in L&D initiatives:

1. [Social Learning And Its Impact On Employee L&D](#)
2. [How To Build A Learning Culture](#)
3. [How Mentoring Boosts Employee Development](#)

Enabling cross-department collaboration

For organizations to be successful teams, need to work together effectively. But cross-department collaboration is challenging when each team is siloed off from others. With a mentorship program, you can ensure everyone in your organization has the opportunity to connect with and learn from others outside their immediate team. To start a mentorship program that enables cross-department collaboration.

Resources on organization-wide mentorship programs:

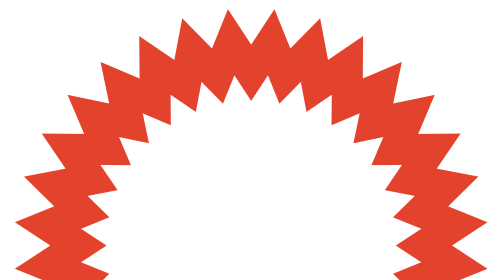
1. [Best Practices Every Workplace Mentorship Program Needs To Know](#)
2. [Examples Of Successful Mentoring Programs](#)
3. [Mentor Matching: How To Make Career-Changing Pairings](#)

Increasing employee engagement

A successful mentoring program can do wonders for employee engagement. And with studies showing that over half of our employees aren't engaged at work, mentoring seems like a no-brainer. Below are several resources that speak to the powerful ripple effect mentoring can have on an organization.

Resources on this use case's mentoring program:

1. [5 Ways Mentoring Helps Employee Engagement](#)
2. [Engaging Millennials With Mentoring](#)
3. [9 Tips to Improve Employee Engagement](#)



Ready to start your mentoring program?

Getting started is easier than you think with the right tools.

Managing all of the elements of a mentorship program can be overwhelming when your only tools are email and spreadsheets. With Together, you can turn your manual mentoring mess into a simple and streamlined process. If you're deciding whether or not to run your program manually or use software, [this resource](#) will outline when you don't and do need software.

If you're ready to start your mentoring program but need buy-in from your leadership, these resources will help develop a business case:

1. [How To Craft A Business Case For Mentorship](#)
2. [How To Calculate The ROI Of Mentorship](#)