

Unlock Your Organization's Potential: How Mentoring Solves the Top 5 Workforce Challenges

February 2025

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OUR MISSION

Empower excellence in organizations around the world through our research and tools each and every day

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Meet Today's Panel



Todd Moran
Chief Learning Strategist
NovoEd



Lisa Z. Fain
CEO
**Center for Mentoring
Excellence**



Alan Mellish
Principal Analyst
Brandon Hall Group

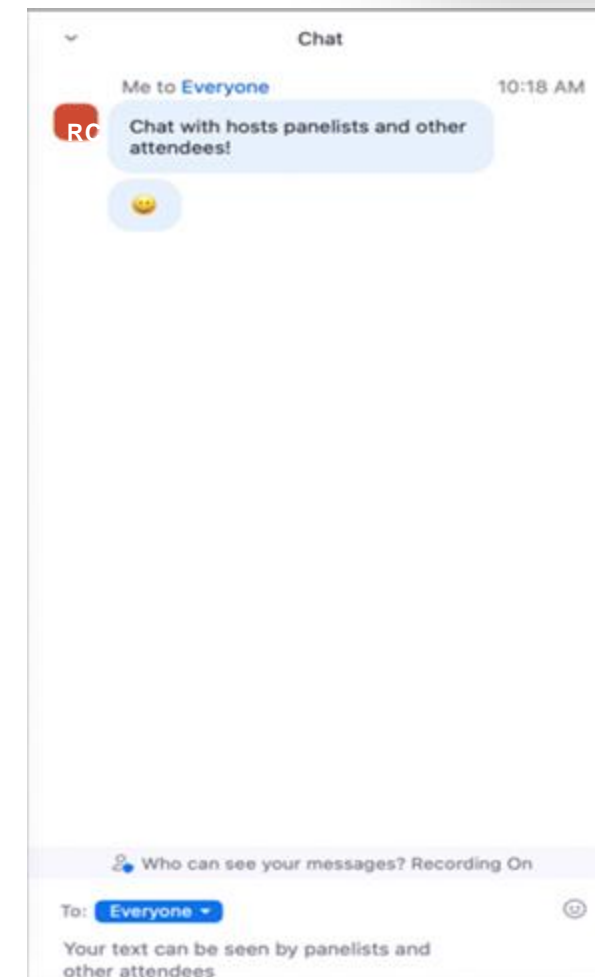
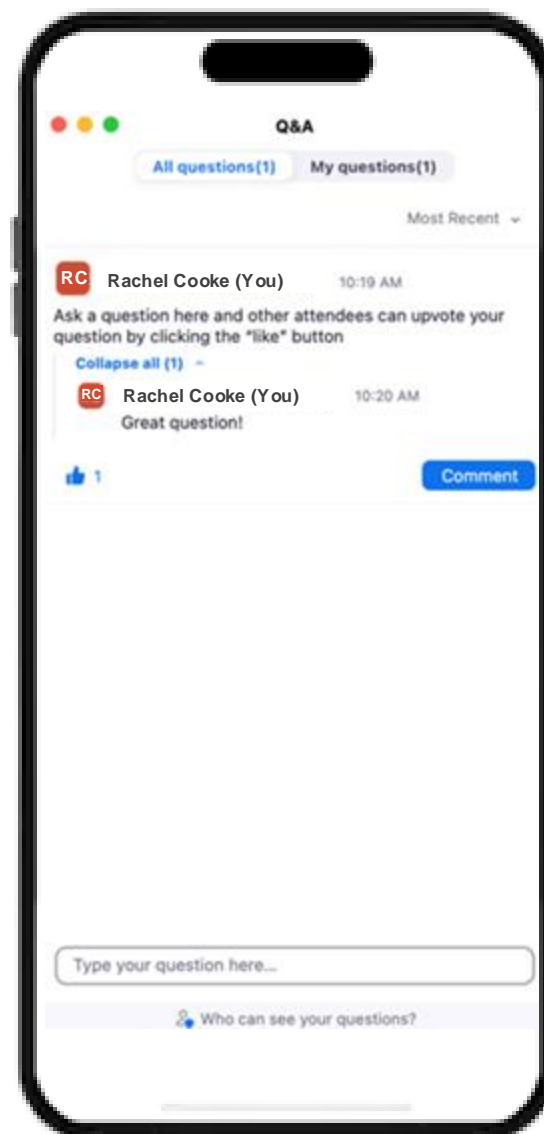
Raffle *Contest*

Stay until the end.
You might be a
raffle winner!




We want to know what you're thinking

We answer questions live throughout the session, **chat box** is open.





Today's Agenda

- 
- Top Talent Priorities in 2025
 - A Growing Focus on Mentoring
 - How Does Mentoring Even Work?
 - Key Elements of Successful Mentoring Programs
 - Expanding the Reach of Mentoring
 - Q&A

Poll Question

What are your top talent management priorities in talent management for 2025? (select all that apply)

- Improve employee experience, engagement and retention
- Address competency and skill gaps
- Improve alignment between talent strategy and business goals
- Focus on team development
- Empower and enable employees to own their career development
- Upgrade technology tools and analytics capabilities
- Build a coaching culture

Competing Priorities in Talent Management

Priorities in Talent Management, 2025



Source: Brandon Hall Group™ study, HCM Outlook 2025

Prioritizing Development of Future Leaders

Priorities in Leadership Development, 2025

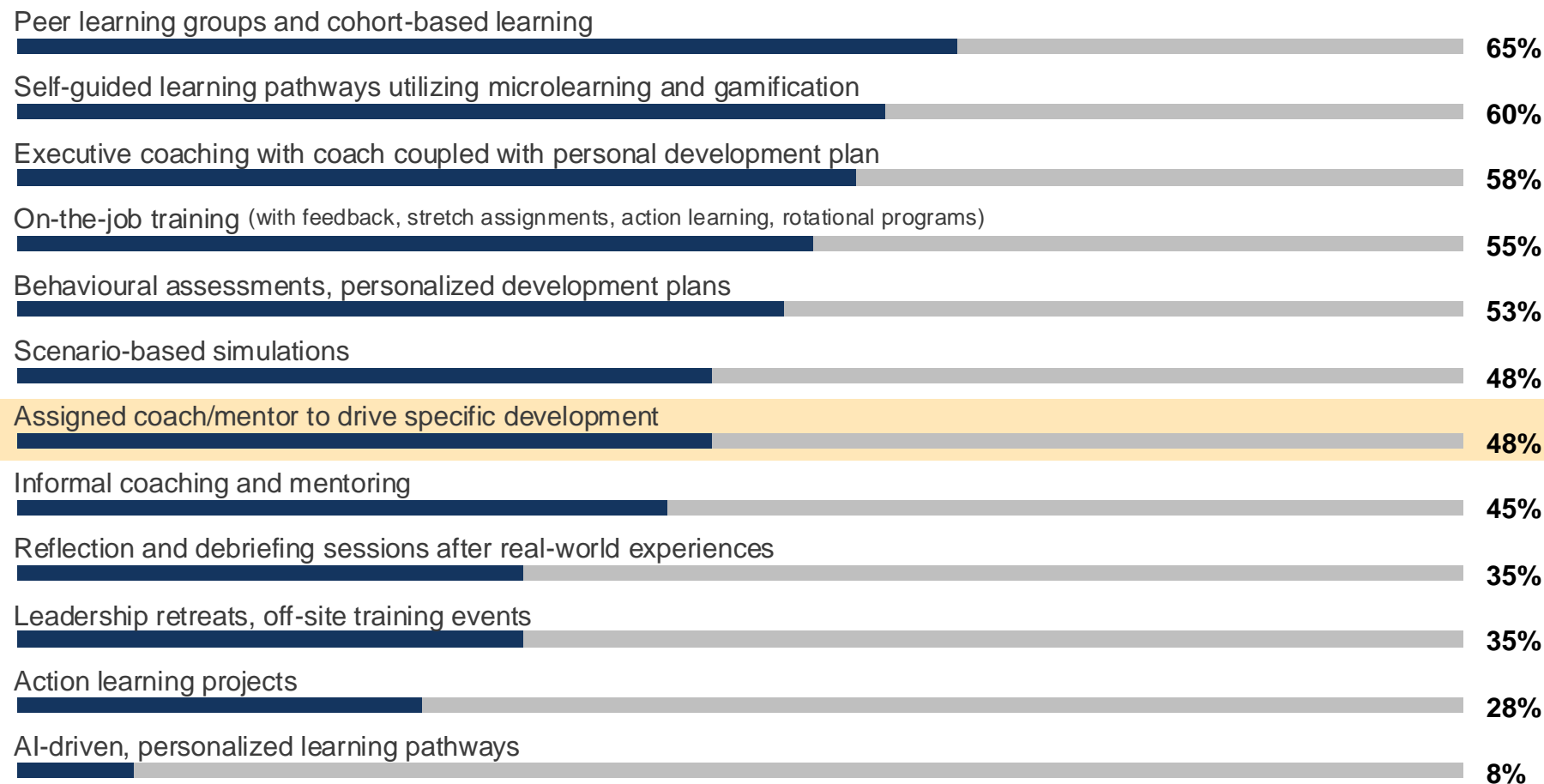


Source: Brandon Hall Group™ study, HCM Outlook 2025

A Growing Focus on Mentoring



Methods Used for Leadership Skills Training and Practice

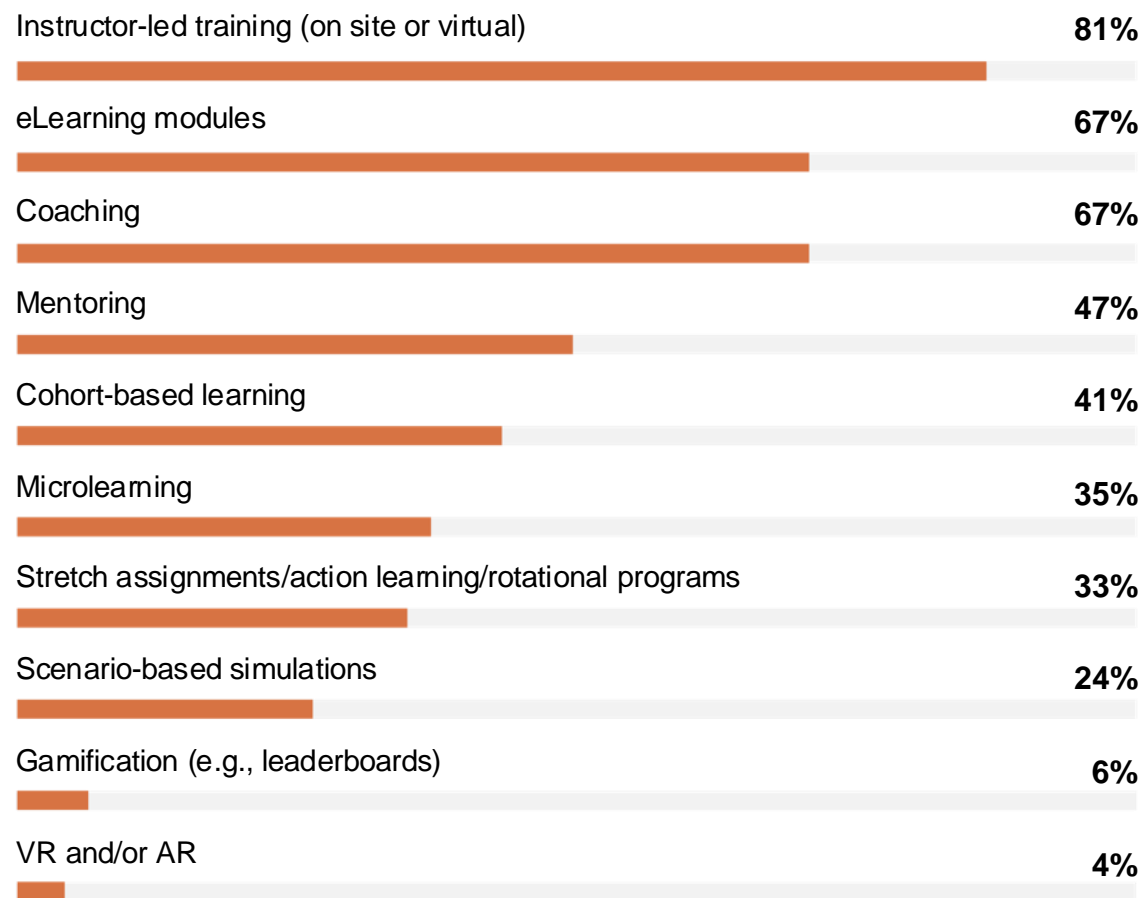


Source: Brandon Hall Group™ study, Igniting the Leadership Spark

**65% of organizations believe coaching
& mentoring is a crucial competency
for leadership development teams.**

Source: Brandon Hall Group™ study, Igniting the Leadership Spark

What methods does your organization use for leadership skills training?



Source: Brandon Hall Group™ Study, Developing Great Leaders



Do you plan to take steps to improve your leadership development program over the next 12 months?

82% | **Yes**

18% | **No**

Please indicate how your organization plans to improve leaders' impact on the business in the next year



Source: Brandon Hall Group™ Study,
Developing Great Leaders

72% of organizations believe more opportunities for ongoing development like mentoring are needed to develop better leaders.

Source: Brandon Hall Group™ Study, Developing Great Leaders

Poll Question

How do you see mentoring programs benefiting your organization currently or in the future? (select all that apply)

- Faster employee skill development and knowledge transfer
- Improved retention and engagement
- Leadership development for mentors and mentees
- Enhanced onboarding and new hire success
- Better career development outcomes for employees
- Stronger succession planning and talent pipeline
- Increased workplace inclusion and diversity

How does mentoring even work?

Key elements of successful mentoring programs

Expanding the reach of mentoring

Introducing NovoEd's newest FREE course!

Transform your workforce with high-impact mentoring

Featuring globally recognized mentoring expert Lisa Fain, this course will equip L&D leaders, HR professionals, talent development leaders, and managers with actionable insights and frameworks to create mentoring programs that matter.



Lisa Fain, CEO, Center for Mentoring Excellence™



LEARNING
EXPERIENCE
Talent

You will understand

You will develop


You will leave with

The **strategic value** of mentoring in business success

Mentoring fundamentals including key definitions, types, and best practices

Skills to design, launch, and manage mentoring initiatives

Strategies to embed mentoring into organizational culture



Mentoring
Blueprint

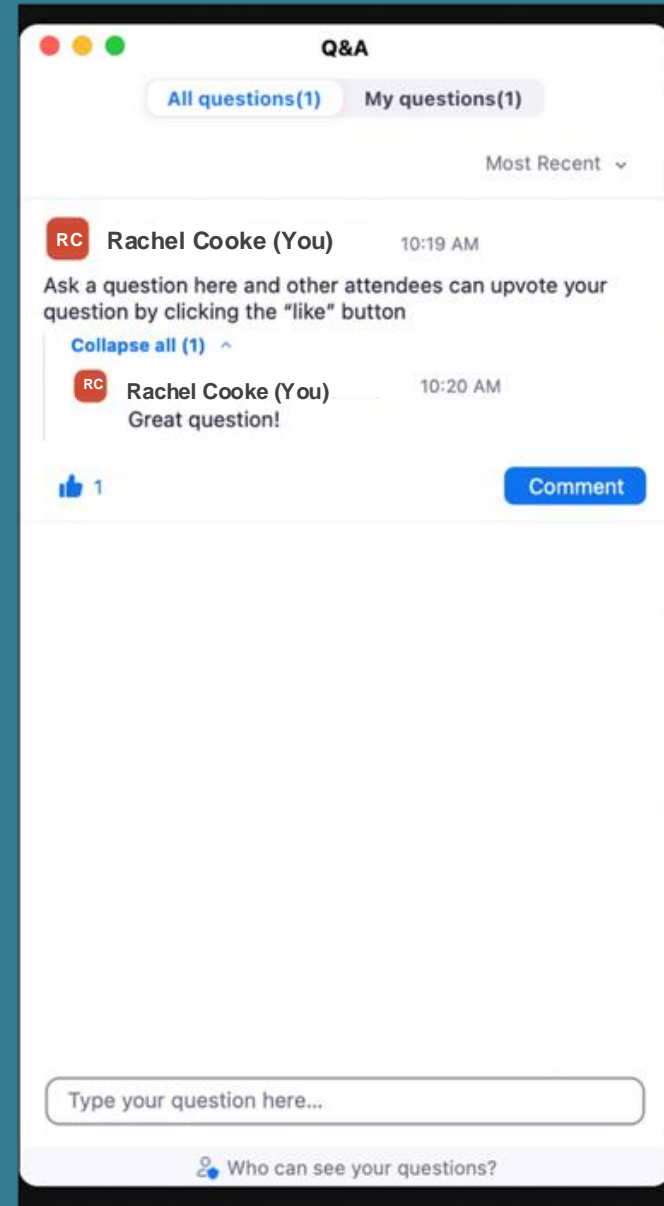
to deliver meaningful connections, measurable outcomes, and lasting organizational benefits



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Q&A

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