



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

February 2025







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Inspiring a better workplace experience.

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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



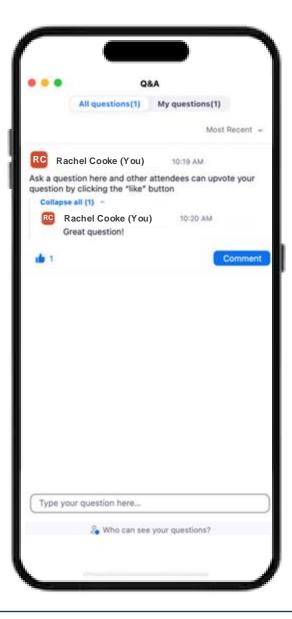
# Raffle Contest \*

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

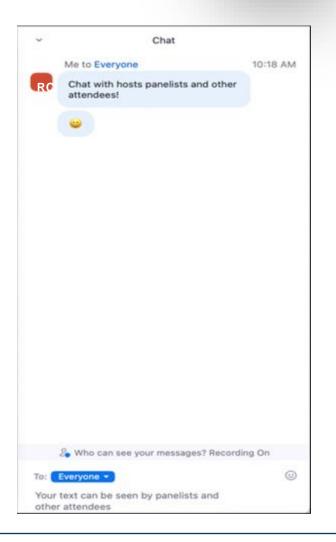


## We want to know what you're thinking

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<sup>™</sup> study, HCM Outlook 2025

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## Prioritizing Development of Future Leaders

#### **Priorities in Leadership Development, 2025**

Improve high-potential development and succession planning	58%
Improve alignment between leadership development strategy and business objectives	
Develop data-driven decision-making skills for leaders	53%
Increase opportunities for leaders to practice and apply new skills to understand readiness	48%
Improve measurement of leadership development effectiveness	38%
Develop leaders for hybrid and/or agile environments	38%
Improve the diversity of the leadership pipeline	36%
Develop inclusive leadership capabilities	34%
Develop leaders' mindset and world-view to increase leadership capacity	33%
Offer leadership development for all	23%
	23%

Source: Brandon Hall Group™ study, HCM Outlook 2025

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# A Growing Focus on Mentoring





#### Methods Used for Leadership Skills Training and Practice

Peer learning groups and cohort-based learning	65%
Self-guided learning pathways utilizing microlearning and gamification	
Executive coaching with coach coupled with personal development plan	60%
On-the-job training (with feedback, stretch assignments, action learning, rotational programs)	58%
Behavioural assessments, personalized development plans	55%
Scenario-based simulations	53%
Scenario-based simulations	48%
Assigned coach/mentor to drive specific development	48%
Informal coaching and mentoring	45%
Reflection and debriefing sessions after real-world experiences	35%
Leadership retreats, off-site training events	35%
Action learning projects	
Al-driven, personalized learning pathways	28%
	8%
Source: Brandon Hall Group™ study, Igniting the Leadership Spark	

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

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

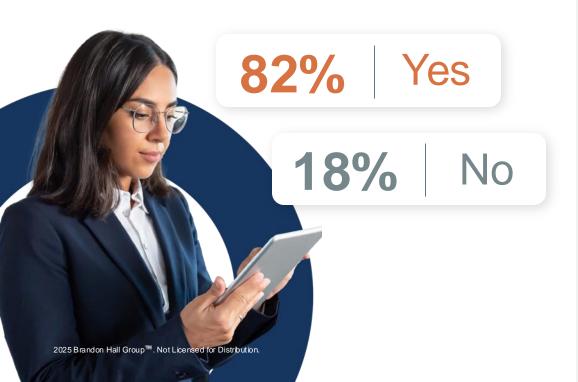
#### What methods does your organization use for leadership skills training?

81%
67%
67%
47%
41%
35%
33%
24%
6%
4%

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?



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



More focus on how leaders can better coach and mentor employees	74%
Better succession planning	54%
Increase the focus on assessing leader readiness for next roles	48%
More emphasis on preparing first-time and frontline leaders	46%
Increase use of data and analytics to measure leadership development effectiveness	43%
Heavier focus on developing high-potentials	41%
Increase the diversity of the leadership pipeline	33%
Increase focus on remote/hybrid leadership	26%
Develop distinct program(s) on team leadership	24%
None of the above	2%

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<sup>™</sup> 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**

#### 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™

You will understand

You will develop

The strategic value of mentoring in business success

Skills to design, launch, and manage mentoring initiatives

**Mentoring fundamentals** including key definitions, types, and best practices

**Strategies** to embed mentoring into organizational culture

You will leave with



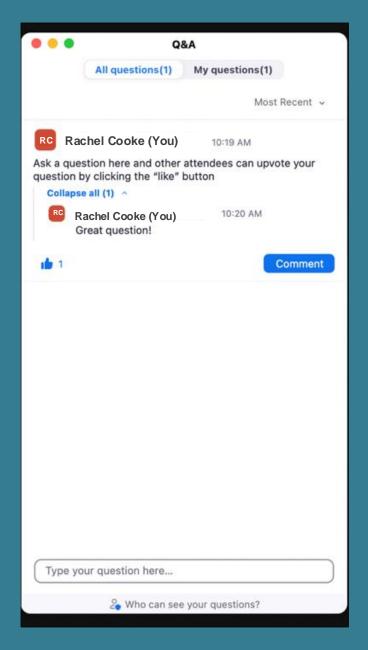
**Mentoring Blueprint** 

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



### Q&A

Please submit your questions and comments in the **Question Box** on your control panel for our presenters.



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# Raffle Contest

And the winner is...



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