

Mentoring Foundation

EMCC Global EQA Foundation Program: October - December 2024

Empowering HR Professionals to Mentor Success

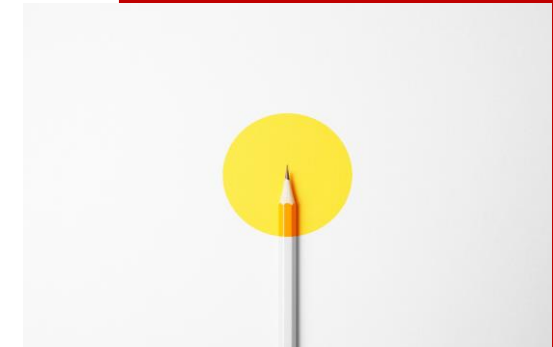
01 Why Join?

Embark on a journey into effective mentoring practices tailored for HR professionals. **Rooted in practicality** and backed by **over 40 years of research**, our program offers an immersive experience in mastering the art of mentorship.

This program is your first step towards becoming a certified mentor by [EMCC Global](#). The **EMCC Global Individual Accreditation (EIA)** is internationally recognized and demonstrates that an individual practicing as a professional mentor has the appropriate level of knowledge and the ability to apply it effectively in practice.

Successful candidates will receive:

- Automatic recommendation for the EMCC Individual Accreditation EIA (an individual Mentor level award at Foundation level) from EMCC Global.
- A certificate of accreditation from CCMI which you can use to claim 35 hours of CPD.



Mentorship Programs are essential for talent growth, engagement, and fostering healthy workplaces.

To be successful they demand a **clear framework and strategic approach** to unleash mentorship's full potential.



02 Who is aimed at?

This program is dedicated to **HR professionals**, who aim to become more effective in their role as a mentor or develop strategic mentorship programs in organizations:

- start a journey as a professional mentor;
- formalize your skill set as a mentor;
- gain a solid foundation as a mentoring program manager;
- enhance your reputation as developer of talent;



What our Alumni say:

“The blend of theory, practice, and introspection surpassed my expectations. This program provided answers to questions lingering from my previous experiences with mentoring, whether as an organizer, mentor, or mentee.” Mihaela B.

Eligibility Requirements:

2 to 3 years

Experience in
Human Resources

1+ years

Exposure to
1-2-1 mentoring practice

Interested

In Adult
Learning Mechanisms



03 Program Overview

What will you learn?

At the end of this program, you will:

- Understand the key roles and responsibilities of mentors and mentees
- Deepen the mentoring conversations and evolving relationship
- Develop and apply a toolkit of foundational mentoring skills and techniques
- Be confident in your ability and identity as a mentor, in a wide range of circumstances



Is it Recognized by Accrediting Bodies?

Our Mentoring Programs are accredited by the **European Mentoring and Coaching Council**

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Foundation Level Certification Requirements:

1 year exposure to mentoring practices

5 mentees (clients)

50 hours of practice

Professional membership & additional 16h of **CPD**



04 Course Structure

The program focuses on **4 core areas**: a mixture of theory and practical application.

Participants are encouraged to **practice with mentees** and to feed the program with reflections coming from their own experience. It is supported with extensive manuals and **online access to hundreds of practical briefings**.



Part 1:

The origins & purpose of mentoring: how and why it works

We explore the **key roles and competencies** of a mentor.

We review how the relationship evolves over time, along with the wide spread of **applications of mentoring**.



Part 2:

Mentoring Core Skills & Competences

How to manage the mentoring relationship and conduct **impactful, trusting mentoring conversations** that stimulate reflection and imagination in the mentee.



Part 3:

Practice and extended toolkit used in mentoring relationship

Develop & apply a mentoring toolkit: **skills & techniques**.

How to be an effective role model for your mentees.



Part 4:

Common mentoring situations and how to deal with them

Managing **ethical dilemmas**, helping the mentee build **self-belief**, and mentoring in the context of **diversity and inclusion**.



05 Practice Opportunities: **hr hub** & **MOZAIC**

Where to Practice?

If during the program or when preparing for certification, you don't have the possibility to practice with real mentees, we are here to help! We can **offer support and match you with mentees** through one of our communities!

HR Hub

The first HR think tank in Romania
Access to +16k HR professionals

We consider mentoring to be a valuable instrument, especially at the start of a new career or beginning of professional life.

Our HR Hub mentees have curious minds, are responsible and super interested in their growth. They can't wait for a mentor to inspire them and support reaching their professional or personal goals.

MOZAIC

Reciprocal mentoring program with reflective practice and networking opportunities for own development OR for supporting others' development and contribute to the organizational development of **EMCC Romania**.

You have the opportunity to experiment and practice mentoring in a safe space, having a **360 perspective**:

- mentee
- mentor
- reflective partner
- organizational program



06 Costs

Foundations Course Attendance & 1 Year EMCC Membership: 540 Euro

- **Early Bird (full payment):** 486 EUR until 10th of October (for individuals without VAT, for organizations +VAT) or company's sponsorships - tax deductible).
- **2 Installments:** 540 EUR (20th of October & 20th of November - for individuals without VAT, for organizations +VAT)
- **3 Installments:** 540 EUR (10th of October & 10th of November & 10th of December – for individuals without VAT only)

07 Registration

- **On-line enrollment** [HERE](#) - by 16th of October based on eligibility criteria described at “Who is aimed at?” (slide 3).
- **Maximum number of participants:** 25-30 participants.
- Confirmation of participation will be sent by 18th of October to all participants.

***ATTENTION:** if payment (depending on selected option) is not received by 21st of October – the confirmed place is lost and re-distributed to someone on the waiting list



Foundation Level: Course Timeline

Orientation:

Wednesday 23rd October
5:30pm – 8:00pm GMT+2

Webinar 1:

Wednesday 30th October
5:30pm – 8:00pm GMT+2

Webinar 2:

Wednesday 6th November
5:30pm – 8:00pm GMT+2

Webinar 3:

Wednesday 13th November
5:30pm – 8:00pm GMT+2

Webinar 4:

Wednesday 20th November
5:30pm – 8:00pm GMT+2

Webinar 5:

Wednesday 27th November
5:30pm – 8:00pm GMT+2

Assessment Submission: December 15th 2024

Graduation: TBH - in December 2024

The classes will take place **on-line**, through Zoom platform



06 What's Next after Foundation Level?

We form & certificate EMCC professional mentors on **3 levels**:

Level 1

Foundation

Foundation Course +

2-3 years professional experience

Minimum **1 year exposure** to mentoring practices

5 mentees (clients)

50 hours of practice

Level 2

Practitioner

Foundation +
Practitioner Courses

+5 years professional experience

Minimum **3-year exposure** to mentoring practices

10 mentees (clients)

100 hours of practice

Level 3

Senior Practitioner
Practitioner + Sr.
Practitioner Courses

- +7 years professional experience
- Minimum **5-year exposure** to mentoring practices
- **20 mentees** (clients)
- **250 hours** of practice



Our Contacts:



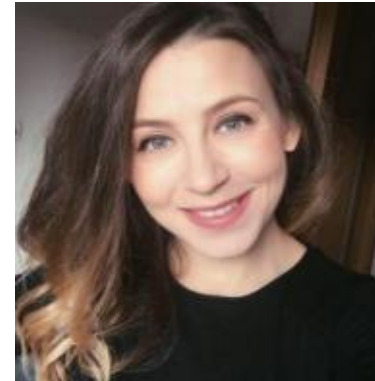
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THANK YOU!