

APEGA Practical Mentorship Flip Chart Recording

September 20, 2013

	<i>Barriers to Mentoring</i>	<i>Possible Solutions</i>
1.	Time constraints/100% scheduled	Social event Allocate time for employee 100% vs 90% billable
2.	High workload/overwork	More resources Increase efficiency Right person for the right job
3.	Mentoring outside work hours/ penalize non-project activities	Compensate personal time Part of leadership development
4.	Overly formal procedures	Simplify procedures
5.	Bullying	No Bullying Code of conduct, respectful workplace, lead by example, company culture
6.	Additional hierarchy layers	Flatten organizational structure
7.	Workplace socialization, networking, skills sharing all discouraged No social events, no talking Seniors/juniors work separately	Encourage greater interaction: Team building Social events Cultural change of organization
8.	Directive leadership style/no reflection Highly confidential/closed doors policy	Leadership/soft skills training Management support to change organizational culture: 360 reviews Survey monkey Formal review/appraisal process Share ideas Open door policy
9.	Lack of executive buy-in Lack of leadership participation No management support	Show how mentoring contributes to the bottom line Incentivize participation at higher levels Convince management of improved image
10.	Selecting individuals that do not have an aptitude for mentorship	Provide formal training
11.	Mentoring not valued	Job description includes mentoring, development plan too
12.	No mentoring program	Establish formal program Encourage culture of informal mentoring
13.	No mentoring tools or training	Program administrator/coordinator Dedicated budget and/or training resources
14.	Competitive environment	Encourage competition/individual rewards Formalize mentor role, reward/recognize mentor Team recognition Foster collaboration