
Developing Talent Doesn't Have to be Expensive

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One of the criticisms levelled at recruiting graduates is the expense that it entails to recruit and train them - but this doesn't have to be the case.

This year, although the market has been significantly hit by the recent recession - some firms are still actively recruiting. Indeed, accountancy firms, engineering companies and the public sector are amongst those who have increased their intake of graduates. So, it seems that despite reports of doom and gloom some employers are still investing in the future and looking to build their leadership talent pool.

A Mentoring Scheme is a creative solution to complement your Graduate Development Programme. This is an attractive proposition for the graduate as they get exposure to senior management and benefit from seasoned advice. Whilst at the same time, it is a great way for existing staff to build their coaching and mentoring skills. The organisation benefits as graduates feel much more motivated and become adjusted to their role within the organisation much quicker.

The cost of a mentoring scheme is minimal. But for it to be effective, some time must be invested in its design and training of those involved. Successful mentoring schemes need to have a senior champion who endorse and actively participate as well as a sponsor who pro-actively manages the scheme. Clear guidelines need to be communicated to all participants, be they mentor, mentee, manager or HRBP, about their role within the scheme.

Finally, when run successfully, they become a great attraction tool in the future recruitment and help to build a coaching/mentoring culture in the organisation as a whole.

Resourcing Matters have designed and delivered a number of Mentoring Schemes for our clients. We have put together a guide that will help you get started and which covers the key areas that you need to consider when developing a scheme. Please email us at contact@resourcingmatters.com if you would like to receive a copy.

Please contact Lindsay Hanson on 01582 462586 if you would like to talk to us about developing a scheme or giving your staff mentoring training.