

# Sage Mentors Inc.

## Case Study

2005

### **Government of Canada – Masterclass for Mentors™ for Department Executives**

#### **Assignment:**

Design and implement a mentoring development program for Federal Department Senior Executives

#### **Goals:**

- To use mentorship as a means to enhance the investment in leadership development at both the mentor and protégé levels
- To accelerate the development of high potential and high performing individuals; reduce the time to be “ready” for increasing role complexity
- To retain key talent both within the organization, and/or within the government

#### **Context:**

- Developing talent is a significant issue in the engineering and professionals group. After years of downsizing, a significant age and experience gap exists making leadership development and knowledge transfer a significant workplace issue that threatens the sustainability of the group: 65% of the leadership group are ready to retire; replacement is not in place
- Cost competitiveness & globalization has impacted retention: professionals in this department can earn higher salaries in the private sector

#### **Sage Mentors Inc. Solution:**

- Customized, implemented, and supported the 12 month Masterclass for Mentors™ program; prepared all members of the senior leadership team to become confident, effective mentors cross-functionally:
  - Learning process incorporating: manage the mentoring process – keeping it alive and productive
  - Deal with potential difficulties and risks in the mentoring relationship
  - Achieve Return On Investment by accelerating the development of leadership talent in the organization

#### **Results:**

- Early feedback indicates mentors are confident in how they manage intricacies and risks of the relationships within a complex organization
- Early indicators are demonstrating improved decision making among mentors and protégés alike