



MentorShift at Work: A Step-by-Step Guide to Creating a Dynamic Mentoring Culture Within Your Team, Department, or Organization

Lori A Bachman

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MentorShift at Work takes mentoring to the much-needed next level. This hands-on tool is the supplement to Lori Bachman's book, *MentorShift*, and uses her widely successful four-step process to engage mentors and mentees in a systematic, thoughtful and fun way to carry out their mentoring relationships.

Too often mentoring in the business world consists of an all-too-familiar model, "Yakking, Tracking, Get Sent Packing." The definition? "Yakking" — the mentor and mentee meet occasionally and *yak* (sometimes awkwardly)... "Tracking" — organizations *track* the mentoring relationship as a metrics success (which it might not be)... "Get Sent Packing" — mentee *gets sent packing* with the hope of next month's meeting (which might not happen)

It doesn't have to be this way!

Through engaging exercises, stories and thought-provoking business illustrations, *MentorShift at Work* enables the mentoring pair or team to sculpt their relationship according to their own terms, yet within a logical step-by-step process. As they utilize this tool, they will increase their ability to:

- Design their own customized mentoring relationship
- Learn a reliable, time-tested process they can use for any future mentoring engagement
- Utilize mentoring projects that will yield a bottom line ROI to their organization

MentorShift at Work is a must-have for those committed to building a culture of mentoring, employee engagement and development within their teams.

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