

## POTENTIAL CHALLENGES AND SOLUTIONS

Below are the top common challenges that corporations face when developing and implementing a mentor program initiative. We've suggested potential solutions to each challenge based upon our experience in developing a corporate mentoring program initiative. That being said, this isn't a comprehensive list of challenges; if you have additional questions, please contact us at [info@gradsoflife.org](mailto:info@gradsoflife.org).

Challenges	Solutions
<b>1. Mentors aren't getting support from their direct managers for taking the time to do the one-on-one mentoring.</b>	<p>Secure executive-level support early to support mentors taking time away from work.</p> <p>Incorporate the time commitment in all marketing and communications materials so there are no surprises.</p> <p>Consider whether employee performance is a criterion to be a mentor.</p>
<b>2. No local partners in your area.</b>	<p>If there are no local partners in your area, MENTOR (<a href="http://www.mentoring.org">www.mentoring.org</a>) and their network of Mentoring Partnerships is a great resource to help you find a <a href="#">local partner</a> or to brainstorm other solutions.</p>
<b>3. Mentors feel overwhelmed with the time commitment halfway through the relationship.</b>	<p>Emphasize the time commitment in all marketing and communications when recruiting mentors, and make it acceptable for employees to decline if they don't have time.</p> <p>Provide other opportunities for employees to participate in mentoring in a way they can fulfill their commitment.</p>
<b>4. Minimal budget.</b>	<p>Prioritize the most important thing—the relationship between the mentor and mentee. In this case, your costs are limited to the time it takes to select and screen mentors and mentees, match them, monitor the matches and evaluate the initiative. Everything else is nice to have, but not essential.</p>