

Facilities Management Mentoring Strategy

Plan Mentoring

Identify FM strategic objectives related to dept. values statement.

Engage FM employees

Determine evaluation criteria and methods of monitoring and gathering feedback from participants

Produce a program guide that clearly ties the strategy to important outcomes, details communication, training and evaluation and specifies resources, logistics, and schedule.

Identify a program manager as a liaison to program participants.

Promote Mentoring

Two-way communication promoting the strategic and personal value of mentoring to all department employees.

Market, attract and engage FM employees about the program.

Keep department leadership informed and supportive.

Prepare Participants

Select and match participants.

Provide information, guidelines, orientation, and resources.

Equip participants to succeed in mentoring.

Program Support

A structured program to maintain engagement including:

- Ongoing communication
- Program orientation session
- Resources and activities
- Assistance and follow-up
- Monitoring and feedback.
- Recognition
- Program Evaluation

