

# Mentorship that Matters

## Leaders Edition

*"We cannot teach people anything; we can only help them discover it within themselves."*

**Galileo Galilei**



### Programme Overview

A flexible, modular pathway that fits the realities of busy managers.

Each module is a 3–3.5 hour interactive session delivered in-person or online, supported by short pre- and post-session actions.

**Total duration:** 1–2 days

**Format:** Live facilitated workshops

**Audience:** Line managers, team leads, supervisors, project leads



[learning@workjuggle.com](mailto:learning@workjuggle.com)



[www.workjuggle.com](http://www.workjuggle.com)



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Today's teams need managers who can inspire confidence, nurture potential and accelerate early-career growth. This programme equips managers with the mindset and tools to:

- Build strong, trust-led relationships with early-career talent
- Coach and mentor for growth rather than manage for compliance
- Provide feedback that fuels learning, purpose and performance
- Create an environment where new talent feels safe to contribute and stretch

Managers leave with practical, repeatable techniques they can use immediately to develop the next generation of talent.

### Design Principles



Grounded in insights from the [WorkJuggle, Learnovate research study \(2025\)](#), this programme reflects what early-career professionals say they need most: purpose, clarity, connection, regular feedback and meaningful stretch.

Gen Z Need	Manager Capability	Programme Response
Purpose and values alignment	Link daily work to meaning	Modules 1-2
Frequent, high-quality feedback	Coach through questions	Module 3
Human connection	Build trust and psychological safety	Module 4
Continuous learning and stretch	Guide through challenge	Module 5
Clarity and structure	Set expectations and scaffold learning	Module 6

*Trust is built in moments: the quick check-in, the honest question, the space to try again.*

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### Course Outcomes

#### The programme equips participants with practical skills in:

- Understanding workplace expectations and professional behaviours
- Communicating with clarity, confidence and impact
- Active listening techniques that strengthen collaboration
- Managing time, prioritising tasks and working effectively in hybrid environments
- Problem-solving and applying structured thinking to real situations
- Building personal presence and contributing meaningfully in team settings
- Engaging with real-world projects and practical group challenges

#### Participants leave with:

- A solid foundation of workplace skills that accelerate early career success
- Greater confidence in communication, collaboration and decision-making
- A practical toolkit to navigate day-to-day challenges with professionalism
- Stronger self-awareness and an understanding of personal impact
- The ability to step into their role with clarity, capability and readiness

#### Example Learning Pathways

These sample pathways demonstrate how organisations can shape the programme to suit their rhythm, structure and talent needs.

#### Option A: Two-Day Intensive Bootcamp

M1–M4 Day 1 | M5–M6 Day 2

Ideal for new mentors or teams launching early-career cohorts.

#### Option B: Phased Learning Series (4–6 Weeks)

One module every fortnight with peer-coaching circles between sessions. Works well for managers who prefer time to practise between modules.

*When feedback becomes frequent, human and forward-looking, teams develop momentum that lasts.*



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### Module Catalogue

#### **Module 1: The Modern Mentor Mindset – From Manager to Multiplier**

Shift managers from “telling and directing” to “guiding and developing”. This session introduces the principles of modern mentorship and explores what early-career professionals look for in a leader.

Key Themes:

- Understanding the early-career mindset: motivations, expectations, learning preferences
- Coaching vs mentoring vs managing – knowing which hat to wear
- Leading with curiosity and asking powerful questions
- Finding the right balance between stretch and support

Output:

Each participant builds their personal Mentoring Identity Map: strengths, blind spots and intentions.

#### **Module 2: Building Connection and Purpose – Creating Trust and Motivation**

Help managers build rapport quickly and connect individual work to a compelling sense of purpose.

Key Themes:

- Exploring personal values and linking them to team goals
- Storytelling for meaning: communicating the “why” behind work
- Building trust through small, consistent actions
- Mentoring conversations that surface ambition and curiosity

Practice:

- Purpose-Mapping dialogue template
- Live mentoring role-plays using early-career scenarios

Output:

A personalised Purpose Map to bring into future mentoring conversations.

#### **Module 3: Coaching Conversations that Unlock Growth – Feedback, Curiosity and Accountability**

Provide managers with a practical, easy-to-use toolkit for running powerful coaching conversations.

Key Themes:

- Using the GROW model to guide real-world conversations
- Moving from annual reviews to micro-feedback loops
- “Feed-forward” techniques to focus on growth
- Handling underperformance or anxiety with empathy and structure

Practice:

Managers run 10-minute coaching conversations with peer feedback.

Output:

A Coaching Conversation Cheat Sheet and a 30-day coaching challenge.



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#### **Module 4: Creating Psychological Safety – Environments Where Early Careers Can Thrive**

Support managers to create team cultures where early-career talent feels safe to learn, speak up and contribute fully.

Key Themes:

- What psychological safety looks like in day-to-day work
- Empathy and micro-behaviours that build trust
- Handling mistakes and modelling healthy vulnerability
- Recognising communication differences in mentoring relationships

Practice:

Scenario-based discussion and case work, including hybrid and confidence-related challenges.

Output:

A team-ready Charter for Psychological Safety.

#### **Module 5: Mentoring for Learning Agility and Resilience – Building Confidence and Adaptability**

Equip managers to mentor resilience, critical thinking and adaptability, helping early-career professionals grow through challenge.

Key Themes:

- Guiding rather than rescuing: letting learning happen
- Structured reflection to deepen insight after tasks or projects
- Encouraging a growth mindset and self-directed learning
- Recognising burnout signals and knowing when to escalate support

Practice:

Resilience-focused scenarios exploring common early-career setbacks.

Output:

A Post-Project Reflection Template managers can use immediately.

#### **Module 6: Mentorship in Action – Designing Your Mentoring Plan**

Embed mentoring into everyday leadership and create visible accountability.

Key Themes:

- Setting mentoring rhythms and cadences
- Designing developmental assignments and stretch tasks
- Measuring impact through behaviours and qualitative indicators
- Pairing and onboarding new mentees effectively

Output:

A personalised 90-Day Mentoring Action Plan and the Manager as Mentor Checklist.

# How we deliver

## The WorkJuggle Blueprint

Our proven approach is built around flexibility, engagement and real-world application, giving managers the tools and confidence to support early-career talent with clarity, connection and purpose.

### **Immersive learning that energises and equips**

We deliver high-energy, facilitator-led workshops grounded in WorkJuggle's learning ethos. Each module blends insight, discussion and hands-on practice, enabling managers to build mentoring confidence while strengthening communication, trust and team culture.

### **Tri-layer learning for different leadership styles**

Every module offers three complementary routes to support different learners and embed new behaviours:

Core: facilitator-led labs supported by a practical workbook

Alternative: curated podcasts and reading lists that deepen understanding

Complimentary: short video explainers, checklists and quizzes for quick, on-demand reinforcement

[This structure reflects learner preferences identified in the WorkJuggle and Learnovate research study \(2025\).](#)

### **Mentoring supports that embed lasting impact**

Because mentoring is strengthened through rhythm, structure and support, the programme includes a suite of optional learning supports:

- Digital Manager's Mentoring Toolkit with conversation guides and templates
- Peer Learning Circles for managers to share wins, challenges and insights
- Mentor-Mentee Launch Sessions to establish expectations and build early trust

### **Scenario-led practice for relevance and confidence**

While designed to be cross-sector, scenarios can be tailored to your organisational context, ensuring managers practise mentoring conversations that reflect real team challenges.

*A culture of growth is created one conversation at a time.*

# Ready to build confident, capable mentors across your organisation?

Our programmes are delivered by a team of highly talented, experienced and committed facilitators who have all spent years working within fast-moving organisations, not just talking about them.

They bring a blend of commercial acumen, coaching expertise and deep understanding of the evolving world of work, creating learning spaces that are energetic, inclusive and genuinely practical.

Every session is designed to meet learners where they are, challenge their thinking and equip them with tools they can use straight away back on the job.

*Aoife Garvan, Lead Facilitator*



## Meet Your Facilitator:

Aoife has spent fifteen years working with blue chip companies such as LinkedIn and Oracle. From San Francisco to London and Dublin,

Aoife has worked and trained large scale EMEA wide sales teams. Working in sales and marketing, Aoife has driven the early adoption of social selling and innovative inbound marketing techniques to mobilise teams for success.

Get in touch with Aoife to discuss your requirements:

 [learning@workjuggle.com](mailto:learning@workjuggle.com)

 [www.workjuggle.com](http://www.workjuggle.com)

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