



Mentor Team Program

A Tested and Proven Way to Cultivate a Healthier Work Place

Everyone is more productive when they work in a healthy, collaborative environment. By creating a trained, facility-wide Mentor Team in your home, you can foster such an environment, knit all departments into a cohesive whole, and help all staff, especially new hires, be more effective contributors to your organization's goals and objectives.

Pesce & Associates can provide leadership and expertise to assist you in implementing the Mentor Team Program successfully in your facility.

Why Create a Mentor Team?

- Ensure that new employees learn how the organization functions according to its policies and procedures, as well as the highest intentions of its Mission, Vision, and Values
- Enhance new employees' commitment to the organization, thus greatly improving retention
- Enhance collegiality with a network of trained, knowledgeable staff members to whom all staff can turn for answers to their questions, thus reducing demands on managers' time
- Knit all the departments of your facility into a cohesive whole

What We Provide

- Implementation checklist
- Sample terms of reference and policies
- Communications plan and materials
- One-day Mentor Team training
- Sample orientation checklists
- Feedback forms to ensure continuous improvement

Managers Say:

"Our mentors are functioning as a self-directed team. Very positive morale booster! Staff have shown great sense of ownership in the project."

"Inviting certain staff members to join the Mentor Team gives us a way to foster the leadership skills that we're already seeing in these individuals."

"The Mentor Checklist provided by the consultants was a useful guide in developing and launching the program."

Mentors Say:

"As mentors, we believe the program will have a positive impact not only on new employees, but on all staff."

"There are many advantages for me as a mentor. First of all, I get to help new staff. And it gives me an opportunity to stop and think about what it means to be new to a job and to help to instill my pride and sense of legacy in this home in someone else."

For more information, contact Susan Wilson at 416-545-1032.