

Fostering Mentor/Mentee Relationships

Title	Duration (minutes)	Author	Course Description
• Coaching As A Mentor	45	The Expert Academy	In this course, you will learn everything you need to know to become a successful mentor who can set achievable goals and convey information in an engaging manner to push their mentee to new strengths.
• Implement Reverse Mentoring	30	7 Dimensions	Implement Reverse Mentoring is a course in which psychology expert Peter Quarry explains how each 'mentor' has so much to share with the other person, leading to greater engagement and employee retention. In this course you will learn best practice tips for implementing reverse mentoring.
• Mentoring 101™: The Basics	20	Sollah	A great introduction to the role of mentor. This course also provides the foundation from which to launch a mentoring program. The role of mentor is defined as well as mentor must do's.
• Mentoring 201™: The Next Steps for Success	30	Sollah	Mentoring 201 takes a closer look at some key elements of the mentor/mentee partnership. This course covers the following key points for a meaningful mentoring partnership: planning for a successful discussion, setting goals, identifying career paths, and establishing development needs.
• 4 Invaluable Feedback Skills	40	7 Dimensions	In this course, you will discover that most people find it challenging to give others feedback about their work performance. It can be tough for people to objectively view personal traits and practices that negatively impact on their productivity and coworkers.
• Coaching Skills for Managers: Recognize Progress	5	Mindscaling	Your job as a coach is to facilitate your coachee's awareness of their progress. You can help by sharing your own observations, but the more your coachee can discover through questions and reflection, the more they can own the process. This course will review the steps on how to use your coaching agreement and coachee's goals to measure progress.
• Coaching Skills for Managers: The Experiential Learning Cycle	5	Mindscaling	Coaching isn't about telling or even teaching, but it is about learning through action, involvement, and experimentation. Experiential learning is helpful to coaches who want to understand how people learn, experiment, and try out new behaviors. This course will demonstrate how coaches can better support their coachee's experience to initiate real behavior change.
• Coaching Skills for Managers: The Power of Great Questions	5	Mindscaling	Hopefully by now you understand that questions are the crux and the cornerstone of coaching. Different kinds of questions serve different functions throughout the coaching journey, but the bottom line is that questions invite your partner to discover the answers themselves. This course will review the best practices of asking questions and providing examples to your coachee.
• Coaching Skills for Managers: The Skill/Will Matrix	5	Mindscaling	All good coaches must assess where their coachees are in their development. You can't just assume everyone wants to do what their job requires, or that people actually know how to do what's expected. Learn how to coach people with different combinations of both skill and will. This builds out your coaching toolkit and targets the activities that fit best with your partner's needs.
• LEAD with Empathy	15	7 Dimensions	LEAD with Empathy is a course that will help all leaders to focus on four core leadership soft skills. Great leaders listen, they have empathy, they ask questions and they give clear direction. Psychologist Eve Ash outlines the ways leaders can learn how to LEAD.
• Build Trust and Credibility	15	7 Dimensions	Build Trust and Credibility helps individuals develop trust through expertise, consistency, reliability, and ethical behavior. Psychology expert Peter Quarry covers key elements: knowledge, consistency, civility, respect, and accountability.

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<ul style="list-style-type: none"> Curiosity in Your Career: Career Growth Through Collaboration 	7	Mindscaling	This course emphasizes collaboration—listening, empowering, sharing knowledge, and embracing diversity. Through practical strategies, learners will discover how to foster a collaborative environment, unlock opportunities, and develop leadership skills for personal and professional growth.
<ul style="list-style-type: none"> Curiosity in Your Career: Create Your Individual Development Plan (IDP) 	7	Mindscaling	Roger Bannister, after finishing fourth in the 1952 Helsinki Olympics, set clear goals for the 1954 Commonwealth Games. Similarly, this course focuses on creating an Individual Development Plan (IDP) for your career growth, outlining the skills and steps needed to achieve your personal and professional goals.
<ul style="list-style-type: none"> Curiosity in Your Career: Navigate Change and Adapt to Market Shifts 	7	Mindscaling	This course explores how adapting to change, like Netflix’s shift from DVDs to streaming, fosters innovation and keeps businesses competitive. Learners will discover strategies for managing change, building resilience, and using market shifts to drive growth and leadership success.
<ul style="list-style-type: none"> Curiosity in Your Career: Set Personal and Professional Goals 	7	Mindscaling	This course explores how adapting to change fosters innovation, competitiveness, and organizational growth. Learners will discover strategies for managing change and building resilience, essential for leadership and career advancement.
<ul style="list-style-type: none"> Curiosity in Your Career: Set Your Own Standards of Excellence 	7	Mindscaling	Michael Jordan was cut from his high school basketball team but became one of the greatest players. This course teaches how to create your own standard of excellence through self-assessment, feedback, and goal setting.
<ul style="list-style-type: none"> Curiosity in Your Career: Stay Open to Learning 	7	Mindscaling	Albert Einstein’s curiosity-driven imagination led to groundbreaking discoveries. This course highlights how nurturing curiosity and embracing new experiences accelerates personal and professional growth, fostering innovation and continuous learning.
<ul style="list-style-type: none"> Curiosity in Your Career: Take Control of Your Learning and Development 	7	Mindscaling	The Wright brothers’ story exemplifies self-directed learning through collaboration, trial and error, and experimentation. This course encourages developing a growth mindset, tackling challenges, and learning from failures, while embracing initiative, clarity, and goal-setting for continuous improvement.
<ul style="list-style-type: none"> Curiosity in Your Career: Take Ownership and Deliver on Commitments 	7	Mindscaling	This course highlights the importance of commitment in career development. Learn to take responsibility, volunteer for projects, act independently, and embrace risks to foster self-discovery and professional growth.