

STRENGTHENING WISCONSIN'S WORKFORCE THROUGH MENTORING

EMDA – TEAM 1

HERB BRITSCH, COREEN FALLAT,
PAUL FRICKEN, ANN HANSEN, CYNTHIA KUDAK
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RECOMMENDATION

- Mentoring should be an integral, ongoing component of State of Wisconsin employment, and should be available to any employee seeking it.



A mentor is a
wise and trusted
counselor or
teacher.



WHY MENTORING

Benefit	Mentor	Mentee	Organization
Leadership development	✓	✓	✓
Increased morale	✓	✓	✓
Increased communication	✓	✓	✓
Retention/recruitment	✓	✓	✓
Building connections	✓	✓	✓
Knowledge transfer			✓
Build enthusiasm	✓	✓	✓
Skill development	✓	✓	✓
Demonstrate expertise	✓		
Ease transition		✓	
Share perspectives	✓	✓	

WHY NOW

- Increased Turnover
- Aging Workforce
- Changing Demographic



BUT... THIS HAS BEEN DONE BEFORE

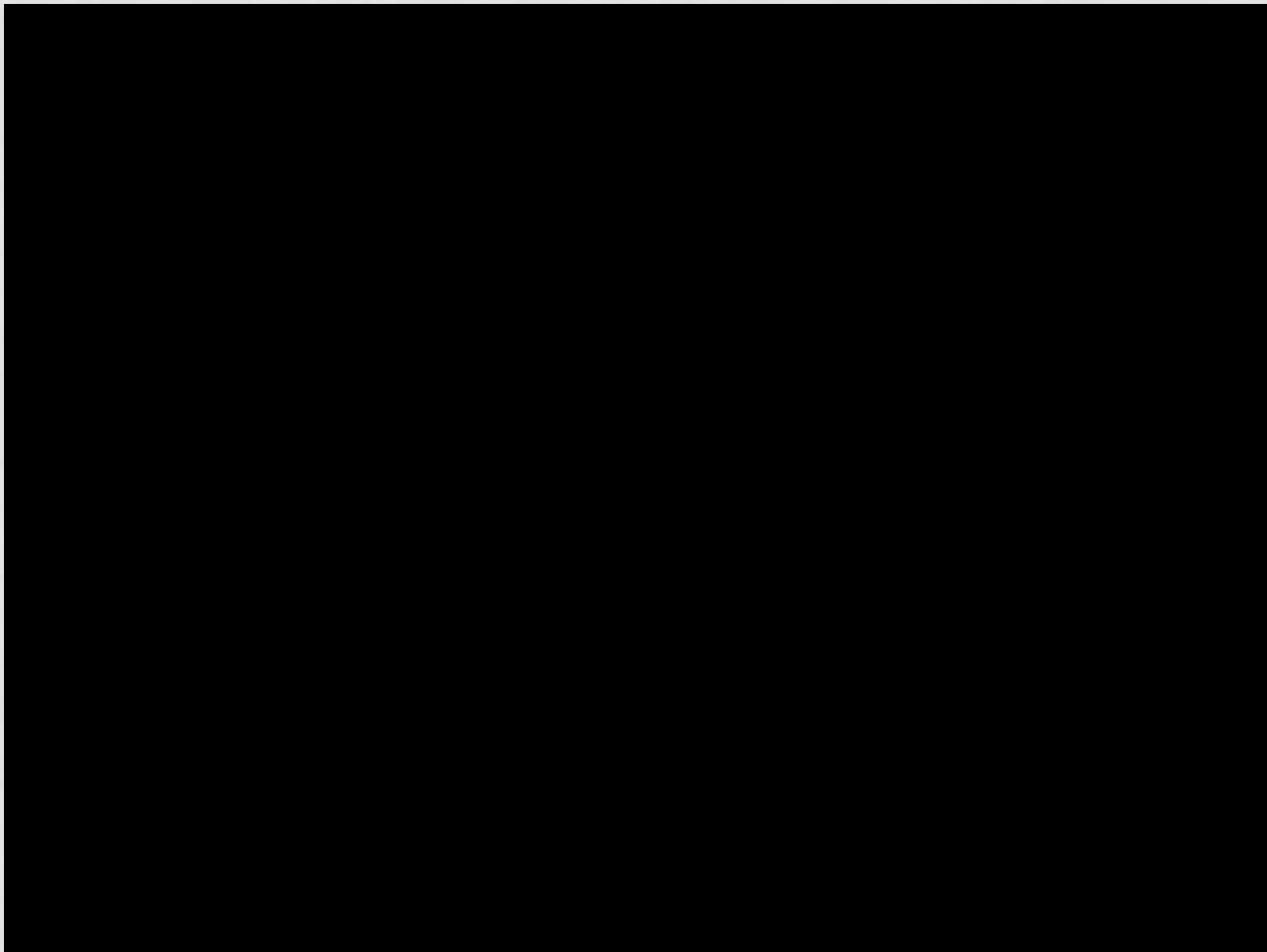
- History/background
 - Historical comparison
 - Four agencies
- **Perceived pitfalls**
 - Timeframe too short
 - Too much up-front work
 - Too much supervisor involvement
 - Lack of program support
 - Undefined or limited audience





A FRESH APPROACH

OUR PROPOSAL



IT DOESN'T HAVE TO BE SO HARD...

- Relevant
- Responsive
- Accessible
- Flexible



THE BENEFITS OF A STATEWIDE ONLINE PROGRAM

- Advantages to the State
 - Web based tools reduce administrative burdens
 - Sharing resources saves money
 - Broaden mentor/mentee relationship opportunities
 - Cross agency collaboration and partnership
 - Statewide knowledge sharing culture
 - Improve employee morale, performance, retention rates
 - Contribute to Succession Planning

IN THE MEANTIME

- Develop a Mentor Network
 - Can be done within each agency
 - Smaller groups of people (8,10,12)
 - Various area's of business
- Mentor Network Meetings
 - Discussions:
 - How to deal with a Karl? (Person who does not perform)
 - Team Building?
 - Discuss strategies
 - Review presentations
 - See how others handle situations

