



Creating Investors in talent and  
Stewards of the next generation

In-house and Open Programmes

| [www.itma-global.com](http://www.itma-global.com)



**3D**<sup>®</sup>  
mentorship

For executive, senior & middle managers

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**iTMA**  
INTERNATIONAL TALENT MANAGEMENT ACADEMY



For many reasons, mentoring has become one of employees' most sought-after development experiences. Not only does it enable HiPOs to gain broader, deeper perspective and knowledge of their business, but it also allows them to network & connect with experience outside their immediate functional groups. And its benefits extend beyond the individual being mentored. Organizations that operationalize mentoring gain connections between new HiPOs and mentors, keep practical experience and wisdom in house, and break down silos between functional groups



## PREVIEW

Welcome to the 3-Dimensional Mentorship™ and Coaching Programme (3-D™), a signature certification programme by the International Talent Management Academy, (iTMA). This exciting programme was developed as part of building the frontline capability for successful talent management implementation. As investors in talent and stewards of the next generation, managers are entrusted with engaging and nurturing the organization's most valued posterity - its high potential employees (HiPOs). The 3-D™ programme focuses on equipping executive, senior and mid-level managers with the capability and confidence to hold catalytic mentoring and coaching conversations, and accelerate HiPOs in their career sprint to the top. Managers are introduced to leading edge concepts and practices, which include the concept and construct of high potential, strengths-based mentorship, importance of positive influence and how emotional intelligence underlies its successful application, lessons from neuroscience on optimizing personal learning and change, amongst several other exciting topics. Delegates receive their Mentor Certification directly from iTMA, with a seal of approval from the Global Academy of Finance & Management (GAFM), a leading, ISO-29990 certified for educational standards, USA-based global education provider. iTMA is confident that organisations that invest in the 3-D Mentorship™ and Coaching intervention will derive tangible growth of their HiPO benches and sustainable succession plans. As part of addressing the toolkit pain chain, iTMA also equips participating managers and their organizations through their respective HR functions with turnkey 3-D Toolkit. *It takes talent to develop talent.* Let us develop the talent that will develop your talent. Registration in progress!

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## COVERAGE

- Introduction to Mentorship; concept of High Potential (HiPO)
- EI Competences & Self Awareness for Pairing - Lumina Spark Traits
- Mentoring versus Coaching - Oscillating between the 2 Roles
- The 3 Dimensions of Mentorship; Power + Influence
- How People Learn - Competence Models, Learning Styles, MASTER
- Introduction to Schemas & Learning Agility; Reframing Techniques
- The Neuroscience of Mentoring and how to Optimize Development
- Strengths-Based Mentoring - tactical about strengths & weaknesses
- Pairing, Growth Needs Diagnostics and S.M.A.R.T Goal Setting
- Mentorship Programme Cycle, Programme and Mentor Roles
- Holding effective Mentoring + Coaching Conversations
- Mentor as a Confidence Builder - Mentee Self Efficacy and LOC
- Empathetic Listening, art of Questioning, Mastering Feedback
- Understanding Mentee Derailment and How it is Managed
- Mentoring Malpractices, Ethical Considerations, the Mentor Pledge



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As part of the 3-D certification process, participants undergo the Lumina Spark personality assessment and receive on-on-one feedback from a certified Lumina Spark personality expert. Lumina Spark a new generation professional development tool supporting individuals to work more effectively. Focusing on 'traits' rather than 'types', it is unique among psychometric tools because it avoids any stereotyping, while enabling clear communication about personal preferences using memorable colours. Clients enjoy using it because it produces clear insights into how individuals can work more effectively with others. Individuals love it because it gives a clear, jargon-free perspective of their personality.

The starting point of a Lumina Spark professional development experience is a straightforward online questionnaire which enables participants to receive a highly personalised Lumina Spark Portrait. This accurately describes who they are and provides a practical method for reading others and quickly building rapport with them. 3-D Mentoring Trainers use the Lumina Spark Portrait as the basis for helping future mentors and coaches understand more about their own personal improvement areas, as well as understanding how to identify improvement areas of their mentees. Its ultimate purpose is to enable human performance professionals to transform organisations through transforming their people.

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REGISTRATION

Please note that all 3-D Mentorship™ registrations are done online via the iTMA Events Registration portal. If your organisation has eight (8) or more delegates earmarked to attend this Programme, iTMA encourages you to consider the in-house option where we come in, train and certify your managers exclusively for your organisation. In this regard, an HR representative can register on behalf of the entire delegate group by completing one online registration form and simply indicating the number of in-house delegates earmarked to undergo 3-D Mentorship™ training and certification. Please note that the 3-D Mentorship™ is exclusively certified by the International Talent Management Academy (iTMA)



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# 3-D<sup>®</sup> mentorship

\$790

3-D Mentorship™ class attendance and certification fees per delegate - includes Lumina Spark Personality Assessment

\$1200

Once-off cover fee for 3-D Toolkit that will be formally handed over to HR upon completion of the Programme

\$1200

Subsidised fee for undertaking online Mentee Satisfaction Survey by mentees during mentorship relationship tenures.



## KIT

How about this? Clients who undertake 3-D Mentorship course get to enjoy our turnkey selection of tools and frameworks that guarantee success in their mentoring programme implementations. iTMA's must-have 3-D Mentorship™ Toolkit comes with the following Tools;

## TOOLKIT

- Myer Briggs Type Indicator (MBTI) Personality & LOC Assessors
- Mentor Selection Criteria - Checklist
- Mentor Self-Assessment Framework
- Mentor Exemplary Leadership Framework
- Mentee Needs Diagnostic Framework
- The 12-Months Mentor Programme Capture / Planner
- The latest Mentoring Agreement Template
- Mentee Satisfaction Survey - subsidized online access for client