



# **Designing Workplace Mentoring Programs: An Evidence-Based Approach (TMEZ - Talent Management Essentials)**

*Tammy D. Allen, Lisa M. Finkelstein, Mark L. Poteet*

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This book presents an evidence-based best practice approach to the design, development, and operation of formal mentoring programs within organizations. It includes practical tools and resources that organizations can use such as training exercises, sample employee development plans, and mentoring contracts. Case studies from organizations with successful mentoring programs illustrate various principles (e.g., how the mentoring program is aligned with other organizational systems) and suggest best practice contemporary strategies.

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