

# MENTORING *vs* TRAINING

What is the benefit of mentoring vs a training session? Each leader is unique, just like your business. Our mentoring programs are tailored to each leader and are designed specifically to meet their individual areas of development.

## MANAGER DEVELOPMENT

Do you have an existing leader who needs additional support or is looking to take their leadership skills to the next level? We have a 10 week mentoring course designed to focus on specific areas of development.

This course covers:

- Includes a 360 review at beginning and end to track improvements
- Dealing with difficult employees - the how, the what and the why!
- Coaching for development (great for specific skill development)
- Improving communication
- Goal setting
- Managing stress
- Improving engagement/building team morale

## NEW MANAGER

Do you have a new leader in your organisation? We have a six week mentoring course designed to focus on specific areas of development for new leaders. This course covers:

- HR basics – what every new leader needs to know about HR (taking complaints seriously, documentation, procedural fairness, friendly vs friends, what is an Award, tips on looking things up on the Fair Work ie pay calculator, employee pay guides, library)
- Engagement – how to get the most out of your employees
- Reward and Recognition
- Setting goals
- Holding employees accountable and setting expectations
- Difficult conversations



## ABOUT THE TRAINER

Joanna is an objective and personable advisor. She has completed a Bachelor Degree in Psychology and Post-Graduate Certification in Human Resources from Canada. She has over 12 years of International experience managing the day-to-day operations of Human Resources, in both a generalist and managerial capacity. Her international experience, in Canada and Australia, has provided her opportunities to work across a range of industries, including manufacturing, logistics, events, technology, property management and hospitality. Joanna's passion lies in providing people and culture solutions for her clients by helping them identify and build HR frameworks through compliance, technology and people.



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effective employee management