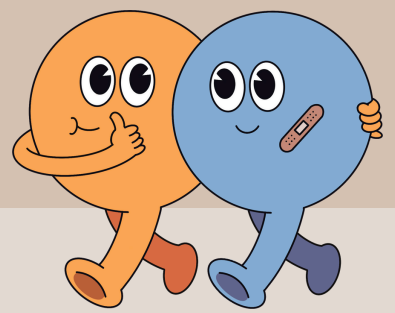


# MENTORING & BUDDY SYSTEMS:

Building Connections for Success

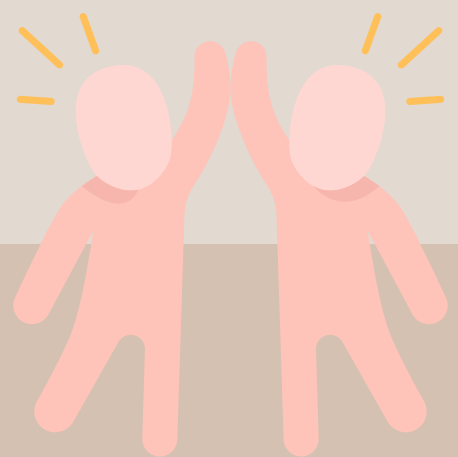
## WHAT IS A BUDDY/MENTOR SYSTEM?

A buddy or mentor provides new employees with a supportive connection outside of their supervisor, acting as a guide and resource.



## CHALLENGES WITHOUT A BUDDY/MENTOR SYSTEM:

- Often overlooked or undervalued.
- Inconsistent setup and structure.
- Insufficient time or resources for implementation.
- Loss of organizational identity and weaker employee affinity.
- Reduced cross-unit collaboration.
- Increased staff turnover rates.



## BENEFITS OF A STRONG BUDDY/MENTOR SYSTEM:

- 1. Organizational Knowledge:**
  - Gives access to the organization's history, processes, and expertise.
- 2. Social & Political Support:**
  - Offers support from leadership and the wider team.
- 3. Community Building:**
  - Fosters a sense of belonging and shared purpose.
- 4. Cross-Team Collaboration:**
  - Builds relationships across teams, enhancing collaboration on future projects.
- 5. Job & Career Satisfaction:**
  - Improves satisfaction with the new role and supports long-term career growth.
- 6. Networking Opportunities:**
  - Connects employees to mentors' social and professional networks.
- 7. Higher Productivity:**
  - Boosts work performance and overall engagement.