

STAR Mentor Program

Geddie & Associates recognizes the importance of interactivity in helping adult learners synthesize new skills. Our approach to training is to provide a highly-interactive learning environment where participants feel comfortable and open to practice skills and learn from their cohorts. We use a variety of styles of training, including lecture, small-group activities, adult learning games, and video to heighten the ability of participants to learn. Our approach is called **STAR**.

S Strategies for Successful Human Capital Development

- Human capital is a precious asset. We believe in a “whole person” approach to developing people, including work-life balance.
- We strive to foster a sense of comfort with the paradigm shifts of a dynamic work environment.

T Tips, Tools, and Techniques for Conducting Winning Mentor-Mentee (Protégé) Sessions

- We use active listening and interpersonal skills to enhance communications and foster understanding.
- Through role-playing and exercises, participants gain practical insight into creating successful mentor-mentee (protégé) relationships.

A Accountability of Each Participant for Performance and Development

- Although we believe the mentor should be the catalyst for a successful mentoring relationship, each participant is ultimately responsible for their own development.
- We strive to ensure our work leaves a legacy.

R Recognition and Reward of Career Goals and Development Milestones

- We believe in celebrating success. Encouragement is a critical part of enhanced performance.
- The organization’s investment is rewarded with improved performance, loyalty, and increased personal accountability.