

PROGRAMME SNAPSHOT

Client: **Coalition Wild**

Funding Partner: **MAVA Foundation**

Programme Year: **2022**

Participant Profile: **Staff from conservation organisations establishing or enhancing mentoring programmes**

Coalition Wild, a dynamic non-profit focused on environmental conservation, believes in cultivating the next generation of environmental stewards. To further this mission, they launched a mentoring programme to guide and empower emerging leaders in the field. However, their early efforts faced several hurdles. Lacking structure and a clear framework, the programme struggled with consistency, participant engagement, and resource allocation.

In 2022, Coalition Wild engaged with The Human Edge through the Running Effective Mentoring Programmes (REMP) course to address these challenges head-on. This initiative sought to transform an ad hoc mentoring effort into a strategic asset.

Coalition Wild's mentoring programme was founded on a strong mission but lacked the practical framework needed to create sustainable, high-impact relationships. Without the structure and insights to overcome these challenges, Coalition Wild's programme could only go so far. Recognising this, the programme coordinator turned to REMP for solutions that would allow her to elevate the programme's impact and enhance its sustainability.

BEFORE REMP



Lack of Structured Programme Management:

The absence of a clear mentoring framework meant that mentors and mentees were often uncertain about expectations, roles, and timelines, leading to inconsistencies and lower engagement.



Preparation and Readiness of Participants:

Mismatched expectations and a lack of readiness among mentors and mentees often led to strained relationships, which risked disengagement and missed learning opportunities.



Navigating Complex Relationship Dynamics:

Coalition Wild needed guidance on managing mentor-mentee dynamics, especially in situations where relationships encountered challenges.

AFTER REMP

Enhanced Programme Structure and Efficiency:

With REMP's framework, Coalition Wild's programme became more organised and effective. Resource allocation improved, allowing the team to maximise the impact of each mentoring relationship with limited resources.

Built a Sustainable Mentoring Culture:

Coalition Wild began embedding mentoring as a valuable element of professional development. This shift in culture fostered a sense of ownership among mentors and mentees, encouraging long-term engagement and a positive impact on organisational morale.

Increased Satisfaction and Engagement:

Mentors and mentees felt more prepared, supported, and engaged. Structured training and clearly set expectations led to stronger, more satisfying relationships, as both mentors and mentees understood their roles and felt equipped to navigate challenges.

HOW REMP ADDRESSED COALITION WILD'S CHALLENGES

The REMP course equipped Coalition Wild with practical tools and actionable strategies to optimise their mentoring programme despite limited resources. By focusing on efficiency and sustainability, REMP enabled the organisation to maximise impact without requiring substantial additional funding or manpower. Key solutions included:

- **Establishing a Structured Programme Framework:** REMP introduced Coalition Wild to an actionable framework that clearly defined roles, set timelines, and standardised expectations. This structure helped formalise their mentoring programme, ensuring a consistent, organised approach. **that has since benefitted Coalition Wild's yearly mentoring programme,** allowing it to scale more effectively and provide a stronger foundation for mentors and mentees.
- **Prioritising Mentor and Mentee Preparation:** The course emphasised the importance of comprehensive preparation for mentors and mentees. Coalition Wild began implementing "awareness sessions," where mentors and mentees could discuss relationship expectations, mentoring behaviours, and potential challenges. This proactive preparation helped foster a more constructive and engaging experience for all.
- **Equipping Leaders to Manage Difficult Dynamics:** REMP provided Fatima and her team with strategies to address common mentoring challenges, such as mentor disengagement and mismatched expectations. These tools allowed Coalition Wild to better manage relationship dynamics and create a supportive environment that encouraged resilience in the face of obstacles.

Turn your mentoring programme into a high-impact mentoring initiative.

Contact us today to learn more about how the Running Effective Mentoring Programmes course can benefit your organisation.

“

REMP was the only course I found that offered practical, actionable guidance to make our programme better. Learning from others in similar roles and gaining a structured approach transformed how we run our programme.

Fatima Gigante, Programme coordinator

