

### PROGRAMME SNAPSHOT

Client: **Huru Consult**

Programme Year: **2023**

Participant Profile: **Business development consultants and mentoring programme managers supporting entrepreneurs**

Huru Consult, a management and training consulting firm founded in 2007, provides corporate training and business development support to entrepreneurs. Huru Consult had long recognised that training alone was not enough—entrepreneurs needed structured mentoring and coaching to apply their learning effectively. However, their mentoring efforts lacked a formalised structure, making it difficult to track progress, maintain consistency and ensure that both mentors and mentees were well-prepared for meaningful engagement.

To address these gaps, Huru Consult enrolled in the Running Effective Mentoring Programmes (REMP) course to bring more structure to their mentoring efforts and improve how they supported entrepreneurs.

### BEFORE REMP

Despite their extensive experience in business development and coaching, Huru Consult faced key challenges in implementing an effective mentoring model:



#### Lack of a Structured Mentoring Framework

While the organisation had integrated mentoring into some of their programmes, it was largely informal, leading to inconsistent mentor-mentee engagement and varying levels of impact.



#### Difficulty in Measuring Impact

Without a structured monitoring and evaluation system, tracking mentee progress and mentor effectiveness was a challenge, making it difficult to demonstrate impact to stakeholders.



#### Gaps in Mentor Readiness

Many mentors had subject-matter expertise but lacked the necessary mentoring skills, resulting in a training-heavy approach rather than meaningful, two-way mentoring relationships.

### AFTER REMP

Through the REMP course, Huru Consult transformed their mentoring approach, resulting in:

#### A Well-Structured Mentoring Programme

Huru Consult introduced a clearer mentoring framework with structured onboarding and engagement guidelines, ensuring more consistency in mentor-mentee interactions.

#### Effective Impact Measurement Tools

By integrating tracking tools and structured feedback loops, Huru Consult can now systematically measure mentee progress, mentor engagement, and programme success.

#### Enhanced Mentor Training and Selection

Huru Consult introduced a more rigorous selection and training process for mentors, ensuring that only those with the right skills and mindset were engaged in the programme. This shift has led to better mentor-mentee alignment and more productive mentoring relationships.

## HOW REMP ADDRESSED HURU CONSULT'S CHALLENGES

- **Developing a More Effective Mentoring Model:** The REMP course provided a step-by-step process for designing mentoring programmes, reinforcing Huru Consult's belief that training alone is not enough—ongoing support through mentoring and coaching is critical for sustained business growth.
- **Embedding M&E for Continuous Improvement:** Huru Consult now implements structured reporting and tracking tools to monitor mentee progress, mentor engagement, and overall programme impact, ensuring continuous improvement.
- **Strengthening Mentor Preparation:** The organisation now provides structured training to mentors, equipping them with the necessary coaching and mentoring skills to support mentees effectively.

## THE IMPACT ON THE MENTEES & PROGRAMME MANAGERS

### Empowered Mentees

Mentees now receive structured support beyond classroom training, with a focus on practical implementation of business strategies. The increased accountability and personalised mentoring have led to stronger business growth outcomes.

### Better Equipped Programme Managers

Programme managers now have a structured approach to designing and overseeing mentoring initiatives. This has improved programme efficiency, strengthened mentor-mentee relationships, and enabled better reporting of impact metrics.

### Scaling and Expanding Mentoring Programmes

With the improved structure, Huru Consult has successfully expanded their mentoring offerings, integrating mentoring more intentionally into all their entrepreneur support programmes.

## 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.



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The REMP course helped us transform our mentoring approach from an informal process to a structured, high-impact programme. The tools and frameworks we gained have helped us refine our mentoring approach, making it more effective and measurable. We now have clearer structures, better-trained mentors, and measurable outcomes that showcase the value of our work.

– **Caroline Nyamwaya Mwazi, Director & Founder, Huru Consult**