

PROGRAMME SNAPSHOT

Client: **Partners in Food Solutions (PFS)**

Programme Year: **2022**

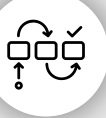
Participant Profile: **Human capital service provider seeking to enhance its internal mentoring programme**

Partners in Food Solutions (PFS) is a non-profit organisation dedicated to strengthening food security and economic development in Africa by leveraging corporate expertise to strengthen local food systems. Their mentoring programme supports fresh graduates and entrepreneurial leaders, but it faced several challenges: low participant commitment leading to high dropout rates, unclear expectations causing frustration, and difficulties managing mentor-mentee dynamics, which strained relationships and limited impactful learning.

In 2023, PFS partnered with The Human Edge through the Running Effective Mentoring Programmes (REMP) course to address these challenges and elevate their mentoring initiative into a structured, high-impact programme.

BEFORE REMP

While PFS had a strong vision for their mentoring programme, several hurdles limited its effectiveness:



Lack of Structured Programme Management

Mentors and mentees often faced mismatched expectations due to the absence of a clear, standardised framework. This lack of structure led to inconsistent engagement and strained relationships.



Preparation and Readiness of Participants

Participants—both mentors and mentees—were not adequately prepared, resulting in lower-quality interactions and unmet expectations. Information shared during onboarding sessions varied, further complicating the process.



Navigating Complex Relationship Dynamics

Without adequate tools to manage mentor-mentee relationships, challenges such as disengagement and misaligned goals hindered the programme's success.

AFTER REMP

The REMP course provided PFS with a transformative approach, leading to substantial improvements in their mentoring programme:

Enhanced Programme Structure and Efficiency

By adopting the REMP framework, PFS introduced standardised onboarding sessions and clear guidelines, ensuring all participants received consistent information. This streamlined approach allowed better allocation of resources and improved overall programme management.

Built a Sustainable Mentoring Culture

REMP introduced a structured approach to mentor and mentee preparation, ensuring clear expectations and better engagement. This improved mentor-mentee alignment and led to more effective interactions. By embedding mentoring as part of professional development, participants took greater ownership of their learning, strengthening the organisation's long-term commitment to mentoring.

Increased Satisfaction and Engagement

With structured preparation and standardised materials, mentors and mentees gained clarity on their roles and responsibilities. One participant noted that the detailed onboarding sessions gave them "the confidence to navigate the mentoring process with clear expectations and actionable insights," which significantly improved the quality of their mentoring relationships. The result was stronger, more fulfilling mentoring relationships.

HOW REMP ADDRESSED PFS'S CHALLENGES

- **Empowering Programme Managers to Drive Success:** REMP provided PFS's programme managers with a structured framework and practical skills, significantly enhancing their ability to oversee programme operations with confidence. The course equipped them to set clear expectations, maintain consistency, and proactively address challenges like mentor disengagement and mentee non-commitment. Additionally, it introduced a comprehensive onboarding process, ensuring that mentors and mentees were aligned from the outset, strengthening relationships and improving engagement.
- **Establishing a Structured Programme Framework:** REMP introduced our proven 7-step framework, which provided clear guidance for every stage of the mentoring programme. This framework ensured consistent expectations, streamlined operations, and equipped the team with a structured approach to drive programme success.

THE IMPACT ON THE MENTEES & PROGRAMME MANAGERS

Mentee Development

Mentees reported greater clarity in setting and achieving their professional goals, thanks to the structured onboarding and support introduced through REMP. The focus on goal alignment and consistent communication significantly enhanced the mentee experience, resulting in deeper engagement and better outcomes. **Since completing the REMP training, Partners in Food Solutions has supported over 135 mentees, helping them refine their professional goals and navigate their career growth with confidence.**

Empowered Programme Managers

Programme managers noted a marked improvement in their ability to design and manage mentoring programmes effectively. As one manager noted, "The course gave us the confidence to deliver a programme that genuinely drives impact."

The Running Effective Mentoring Programmes (REMP) course enabled PFS to turn their mentoring programme into a high-impact initiative, resulting in a **40% improvement in participant retention** and a notable increase in mentor and mentee satisfaction, as highlighted by post-programme surveys.

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 brought the structure and clarity we needed to enhance our mentoring programme. With its practical tools and insights, we've created a more efficient and impactful initiative. Our mentors and mentees are now more engaged, and the quality of relationships has significantly improved.

– **Yvonne Akorfa Hormenoo, Human Capital Services Lead, PFS**