

Business Case: Establishing an Organisational Mentoring Scheme

Proposal for Establishing a Sustainable Mentoring
Scheme with



The
Mentoring
School



Executive summary



To address critical organisational priorities - including talent retention, burnout mitigation, and leadership development - propose establishing a structured internal mentoring scheme.

Rather than building a scheme through trial and error, partner with The Mentoring School and make use of the structured Mentoring Scheme Setup Plan. This provides an end-to-end operational roadmap designed to deploy, pilot, and scale a high-impact mentoring scheme over a 12 to 18-month timeframe.

This partnership carries zero financial risk: The Mentoring School offers a full money-back guarantee if the tools and expertise provided do not result in a successfully established mentoring scheme.

Business Need & Evidence-Based Value



Key workforce metrics highlight the strategic importance of formal mentoring:

Increased Retention

Research indicates retention rates of 72% for mentees and 69% for mentors, compared to 49% for non-participants.

Empowerment & Performance

Joint research with Deloitte shows 87% of mentors and mentees feel empowered and develop greater professional confidence.

Significantly Reduced Burnout

Large-scale studies demonstrate that only 25% of staff who receive mentoring are likely to experience burnout, compared to much higher rates among un-mentored staff.

Human-Centric Connection

Unlike coaching (question-based) or teaching (instruction-based), mentoring leverages shared experience and personal connection. This is a strategic capability that cannot be replaced by AI technology.

Proposed Solution: The Mentoring Scheme Setup Plan



Partnering with The Mentoring School (a global authority trusted by organisations like the Cabinet Office, Home Office, Royal College of Nursing, Coca-Cola European Partners, and Nottingham Trent University) ensures the building of a sustainable scheme while avoiding common pitfalls.

Key Deliverables & Outcomes

Through the 12–18 month Setup Plan, organisations receive:

Clear Governance & Objectives

Defined aims, measurable KPIs, and impact-measurement frameworks.

Scheme Administration Training

Comprehensive training for internal administrators to manage relationships and navigate friction points if a pairing encounters difficulties.

Phased Rollout

A controlled initial pilot phase to prove concept viability before executing a larger organisation-wide expansion.

Matching & Recruitment Strategies

Standardised criteria for identifying mentors, recruiting mentees, and pairing them effectively.

Strategic Benefits & ROI Alignment



Priority Area	Strategic Benefit
Talent Retention	Protects high-value talent investments by reducing voluntary turnover.
Leader Development	Cultivates leadership and problem-solving skills across both mentors and mentees.
Workforce Wellbeing	Proactively buffers against burnout, boosting morale and operational resilience.
Operational Efficiency	Replaces informal, unstructured mentoring with a repeatable, scalable framework.

Risk Management & Commercial Guarantee



Setting up internal initiatives often carries execution risk (e.g., low uptake, poor matching, or early drop-out). The Mentoring School mitigates these risks via:

- **Phased Execution:** Testing mechanisms through a small pilot prior to wide-scale rollout.
- **Money-Back Guarantee:** If the provided tools and support do not result in a successfully running scheme within 12–18 months, 100% of the investment is refunded.

Project Timeline & Milestones



Phase 1: Foundation & Governance (Months 1–3)

Set clear aims, define outcome metrics, design matching protocols, and complete scheme administration training.

Phase 3: Pilot Review & Optimisation (Months 7–12)

Measure early retention, engagement, and satisfaction metrics; refine guidelines based on pilot findings.

Phase 2: Pilot Recruitment & Launch (Months 4–6)

Recruit initial cohort of mentors and mentees, execute matches, and launch the pilot scheme.

Phase 4: Full Scale & Integration (Months 13–18)

Expand recruitment across broader departments and integrate the scheme into permanent L&D operations.

Next Steps & Action Required



Next steps for approval:

- **Approve Budget:** Allocate funds for The Mentoring Scheme Setup Plan
- **Appoint Internal Lead:** Assign an internal L&D/HR administrator to manage the rollout alongside The Mentoring School.
- **Initiate Setup:** Kick off Phase 1 scoping with The Mentoring School.



**For any questions or to
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