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Workplace mentoring and coaching:

Building a mentoring culture that lasts

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who power success*

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Agenda

- Overview of Impact of Mentoring in Help to Grow
- Workplace Mentoring Research – Overview of findings
- Case Study – Impact of mentoring on an SME
- Outline of ABM's new workplace initiative
- Recommendations for what an SME can do to implement this



Who Are We?



As the professional body for business mentoring, the Association of Business Mentors (ABM) drives business growth and wellbeing through membership, training and research.

We support professional mentors in delivering highly impactful mentoring to businesses of all shapes and sizes and are responsible for mentor onboarding, training and support on HtG:M.



Pete Wortley

Head of Workplace Services,
Association of Business Mentors



Ben Jacobs

Chief Project Officer,
Association of Business Mentors

Why consider Workplace Mentoring?

We know that **93%** of Help to Grow: Participants were happy with the support they received from their mentor.

If you think back to the Help to Grow: Management modules, more and more mentorships are focussing on:

- ❑ Strategy and Innovation (45%)
- ❑ Effective Operations (43%)
- ❑ High Performing Teams (20%)

98% recommend other organisations to establish Workplace Mentoring



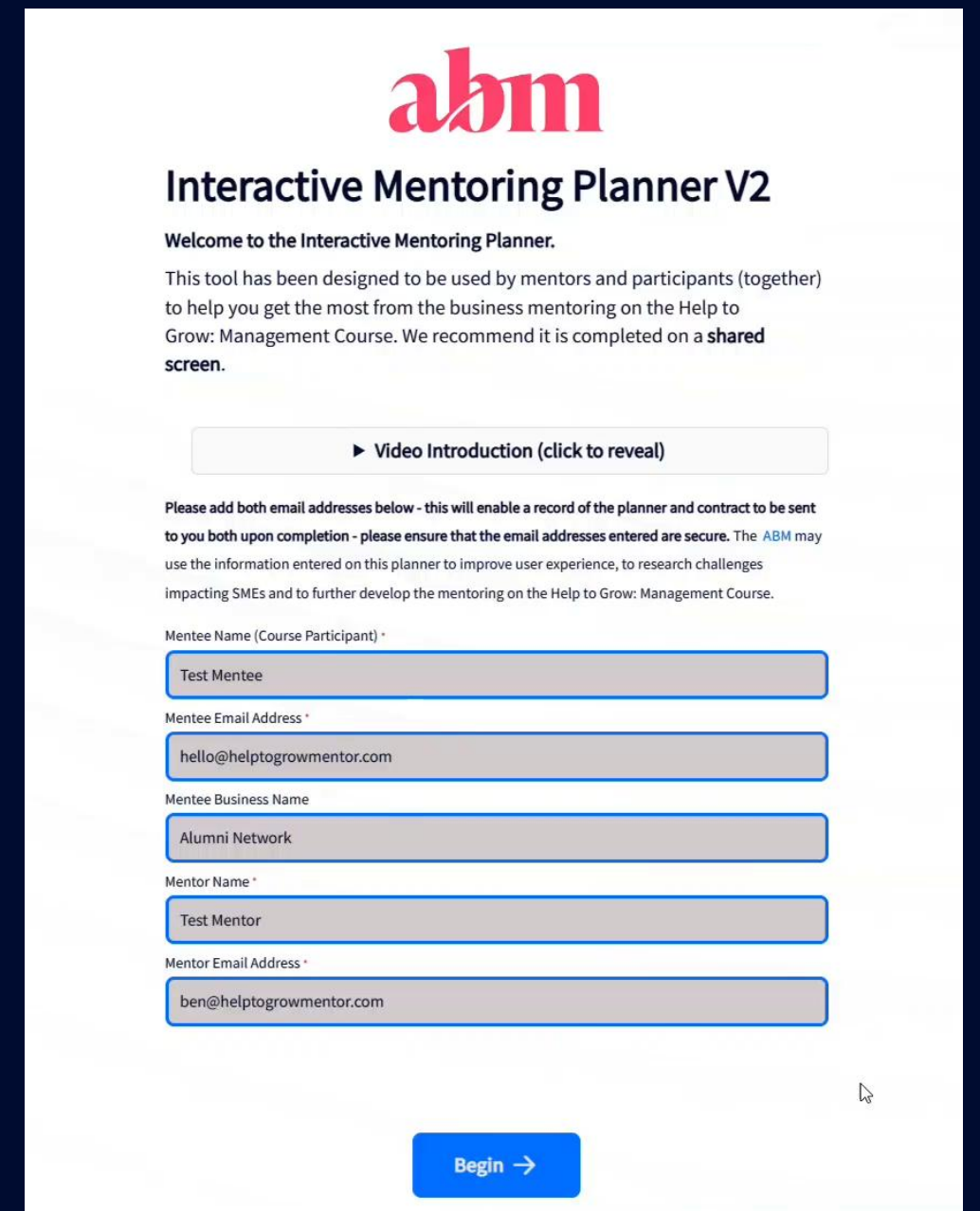
Why is Workplace Mentoring relevant to you?

A third of mentorships actively discuss employee development (32%)

A third of mentorships actively discuss the mentee's (business leader's) career development (33%)

Over a quarter of mentees are concerned about employee wellbeing and retention (26%)

ABM Interactive Mentoring Planner (October 2025) - sample 267 completions



The screenshot shows the 'Interactive Mentoring Planner V2' interface. At the top is the 'abm' logo. Below it is the title 'Interactive Mentoring Planner V2' and a welcome message: 'Welcome to the Interactive Mentoring Planner. This tool has been designed to be used by mentors and participants (together) to help you get the most from the business mentoring on the Help to Grow: Management Course. We recommend it is completed on a shared screen.' A button labeled '▶ Video Introduction (click to reveal)' is present. A disclaimer states: 'Please add both email addresses below - this will enable a record of the planner and contract to be sent to you both upon completion - please ensure that the email addresses entered are secure. The ABM may use the information entered on this planner to improve user experience, to research challenges impacting SMEs and to further develop the mentoring on the Help to Grow: Management Course.' The form contains several input fields: 'Mentee Name (Course Participant)' with 'Test Mentee', 'Mentee Email Address' with 'hello@helptogrowmentor.com', 'Mentee Business Name' with 'Alumni Network', 'Mentor Name' with 'Test Mentor', and 'Mentor Email Address' with 'ben@helptogrowmentor.com'. A blue 'Begin →' button is at the bottom right.

Workplace Mentoring Impact

- The research was undertaken with a representative sample of UK-based HR and People Directors working at medium to large businesses who have a coaching or mentoring programme
- Sample size of 251 with 100+ employees
- Data collected August 2025

*Unlocking Impact:
Shaping the Future of
Workplace Mentoring
and Coaching*

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The state of workplace mentoring and coaching today

- 92% of the businesses surveyed had a workplace programme that encompassed aspects of both mentoring and coaching
- 5% only had a mentoring programme, and 2% only had a coaching programme
- Delivery Methods included: One-to-one mentoring, external mentoring and reverse mentoring



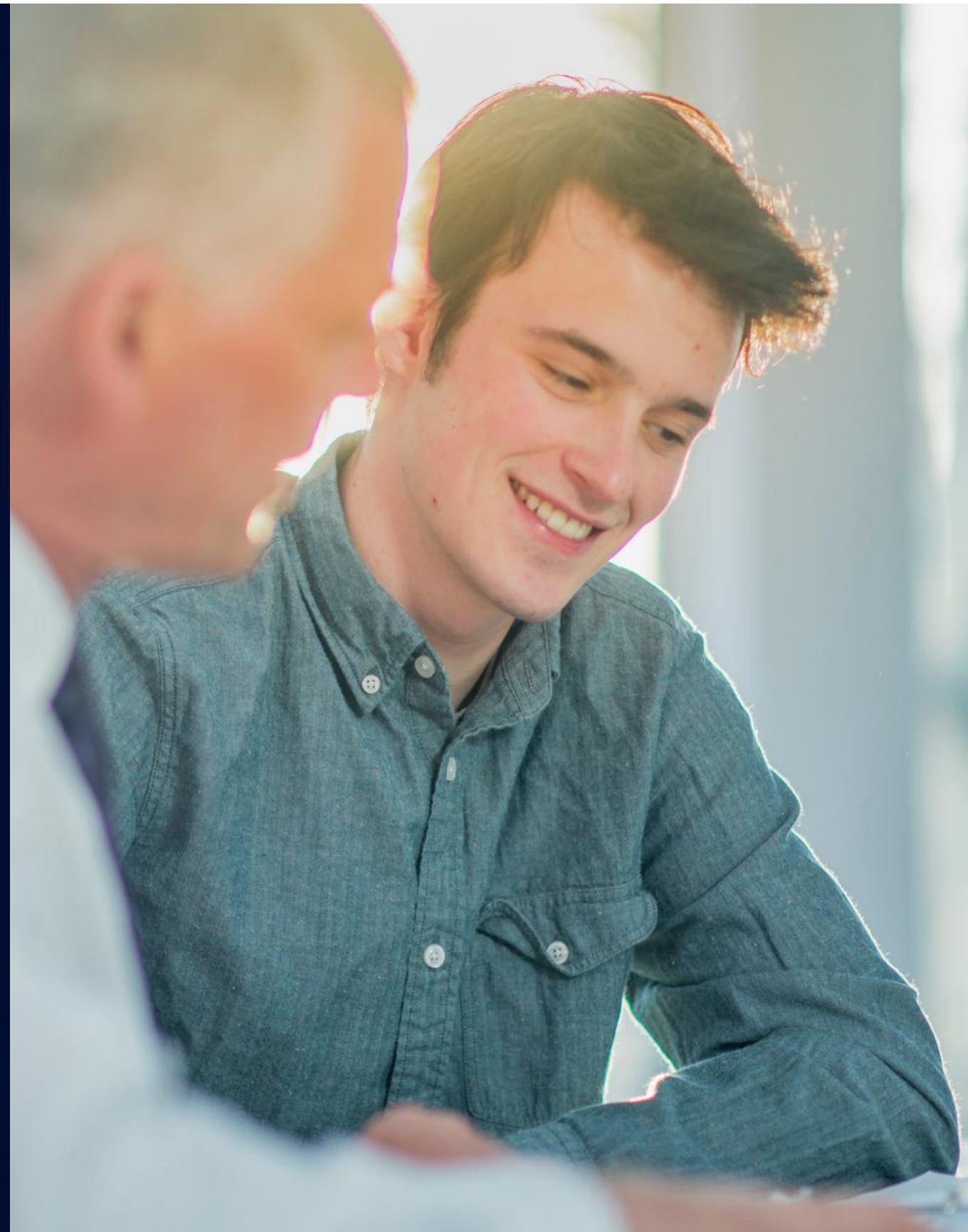
What's driving workplace mentoring and coaching

- 75% of businesses reported high take-up on their workplace programmes
- The top three reasons why businesses have set up workplace programmes:
 - Employee development and progression (59%)
 - Enhance business productivity (59%)
 - Improve overall business performance (56%)



The impact of workplace mentoring and coaching

- Overall business performance (70%)
- Employee retention and attracting new talent (66%)
- Employee career progression (63%)
- Employee wellbeing (61%)



Is it working?

An almost unanimous number (98%) said they would recommend establishing a workplace mentoring or coaching programme to other organisations!



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Case Study – The impact of mentoring on an SME

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ABM's New workplace initiative

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How we will support sustainable mentoring in organisations

- By helping workplaces develop a holistic coaching and mentoring culture
- By helping define a standard for what a transformational coaching and mentoring culture would look like in a workplace
- By helping workplaces benchmark themselves against this standard and develop an action plan to improve
- By recognising workplaces who are developing through an accreditation process
- By supporting members to deliver services to support their clients to achieve these standards



Workplace Standards



How the benchmarking and accreditation process will work

- Initial Meeting with Business owner/HR team to create an action plan and introduce the accreditation process
- Identification of the individuals who will take part in the process in 3 groups:
 - Leadership
 - Management
 - Team member
- Send workplace surveys to participants
- Facilitate exploratory group discussions with management and leadership groups separately
- Compile results and discuss with HR team
- Present results back to leadership team along with suggested plan of action to address any gaps



Benefits to Organisations

- Enables organisations to attain an accreditation of their coaching and mentoring culture and use this to attract and retain talent
- Provides a clear benchmark and gap analysis against a standard to raise awareness in organisations on their journey towards developing a coaching and mentoring culture
- Supports leadership buy-in to the action plan to improve organisational culture and supports HR in this process



How SME's can start implementing a mentoring Culture

- ABM members can recommend organisations they currently work with to go through the accreditation process
- The mentors will be involved in this process at all stages and in all discussions
- We will discuss all results and recommendations with the member who nominated the organisation before presenting anything back to the client and agree which services the member can deliver or support the client with



What are the practical things I could do?

- Be clear about your strategy and vision and ensure that it links to the objectives of teams and individuals
- Define your organisational values, role model them and hold others to account for their behaviour alongside their objectives
- Engage with a mentor or mentors and let your team know what you get from this
- Develop your coaching skills and use them to manage and mentor others. If you have a management team, encourage them to do the same.
- Encourage your team to seek opportunities to give and receive mentoring to others, both internally and externally



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Any Questions or comments?

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*For more information, ask your mentor – they can get all the
information and support from: hello@helptogrowmentor.com*

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