

# THE MENTOR

DEVELOPING TOMORROW'S ENERGY LEADERS PROGRAM

## Background

After numerous conversations with clients, it quickly became apparent to the Accelerant Solutions team that mentoring was a serious and critical need within the industry. The constant turnover of key station leaders requires accelerated knowledge and skill acquisition for newly selected leaders.

The Mentor Program™ was created by analyzing existing industry processes to gain insights from the most successful structures and attributes alongside consulting recently retired training experts to craft key areas of development that are critical to preventing major performance issues. Collectively, a structured mentoring guide, using the most successful industry standards and extensive operating experience, was created.

## How it works

Mentoring sessions are conducted remotely with our software-based program that enables video conferencing between mentor and mentee and tracks all required actions and real-time exchanges.

An assessment is completed prior to the start of the program so it can be customized to the needs of different individuals. This ensures the entire process is scalable and sequenced with achievable work milestones.

The Mentor Program™ can be used to accelerate the growth of a leader coming into a new role, to help develop candidates slated for future roles, or to close an existing gap for a candidate needing additional support.

## Current Functional Areas

- Training Manager or Director
- Operations Training Manager
- Performance Improvement Director
- Maintenance Director
- Operations Director
- Instructional Technologist

## Key takeaways

- Uses experienced, industry experts to guide a structured mentoring process.
- Designs working sessions that are customized to the needs of each mentee.
- Uses software applications to make the process efficient and easy to track.
- Enables remote access and interfaces with multiple devices.
- References current industry information and requirements.
- Scales to expand, as necessary, during development.

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# Testimonials

“Appreciate having detailed discussions on Regulatory and INPO documents focusing on key points and where mistakes have been made implementing the regulations in the past. The ability to ask real-time questions on topics that are directly affecting the station are extremely helpful.”

- Alex Brown, Current Operations Training Manager

## Training

“Having the ability to help develop Nuclear Professionals so that they don’t repeat some of the same mistakes that I and the industry made over my 30+ year career is extremely satisfying and critical to the Nuclear Industry moving forward.

Having an individual on a Teams call say, “I never even thought about that being an issue,” or “Now you have me worried and I’m going to follow up on that today,” is very satisfying and lets me know that it was time well spent.”

- Chuck Sizemore, Retired Corporate Training Director

## Training

“Very happy with the comprehensive review of training programs and requirements including the industry history and operating experience. This allowed me to become knowledgeable of past issues to monitor and watch out for. I liked the fact that it was a customized comprehensive program with a defined start and end point with progress checks and adjustments made throughout the program.”

- Daniel Bowers, Current Training Director

“Our alliance continues to experience turnover of training leaders and managers creating a proficiency challenge. With each new training leader bringing a unique background and experience; a “cookie cutter” development path or a “one-size fit all” approach would not efficiently and effectively close this proficiency gap. The Accelerant mentoring program fills our need for a customizable program designed to quickly address individual gaps and raise the proficiency and knowledge of those we have sent through the program. Their virtual training and development program is a customized approach delivered via an application that can be used on your phone, tablet, or laptop. It begins with an assessment and interview with each candidate and then moves to implementation of development modules and mentoring sessions with very reputable mentors who have industry current perspective. The program covers topics necessary to becoming a highly effective training manager by improving knowledge in all aspects of training. I am very excited about this opportunity and already see positive results from those who have completed the Accelerant Mentor Program.”

- Dallan R. Lott, STARS Alliance