



Mentoring als Instrument der Personalentwicklung (German Edition)

Moritz Niemeier

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In der Ausbildung in modernen Unternehmen gewinnt das Mentoring-Programm immer mehr an Bedeutung. Die Weitergabe von Informationen von erfahreneren Mitarbeitern an Auszubildende erweist sich als förderlich für das Unternehmensimage und die Arbeit der Mitarbeiter. Der Erfolg eines solchen Programms basiert in erster Linie auf den Kompetenzen des Mentors, von denen manche schon mitgebracht werden müssen während andere erlernbar sind. Diese Arbeit stellt heraus, inwieweit hierfür eine gezielte Ausbildung nötig und von Nutzen ist. Mit Rückgriffen auf Erwachsenenbildung und Lehrerausbildungen werden inhaltliche und formale Grundzüge einer solchen Ausbildung erarbeitet und mit Blick auf die jeweilige Unternehmensstruktur evaluiert.

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