A successful mentoring program has numerous benefits for the organization involved as well as for the mentor and the mentee.

In order for these benefits to be realized, the program must have an administrator that oversees its success from start to finish. This ensures that the mentoring program is heading in the right direction and that participants have been effectively matched and are engaged in the relationship.

**Mentor and mentee engagement is key!**
Keeping the mentor and mentee engaged throughout the program can be challenging, but it is possible. The following tips can help to keep everyone involved in the program on track.

**Communicate Benefits and Challenges**
Make sure the participants in the mentoring relationship are aware of the advantages of the program for themselves and for the organization involved. The idea is to appeal to them and give them a reason to commit to the relationship. Although you want participants to feel confident in the relationship, you should also make them aware of the challenges. This should not disengage participants, but instead, prepare them for future issues and ensure that their engagement does not decrease.

**Provide Feedback**
What are your mentors doing well? What can your mentees improve on? Let them know! You should also encourage the mentor and mentee to provide great feedback to each other. Feedback is a valuable tool in keeping participants engaged because it allows them to gauge the success of the program, encourage them to improve their own strengths and weaknesses, and in turn deeper thinking.

**Encourage Participants to Bond**
A successful mentoring relationship starts with the participants. If the mentor and mentee get along well, the encounter will feel like a natural conversation, leading to higher engagement from both parties.

**Check-in Throughout the Program**
The mentor and mentee can easily get side-tracked, especially if they have established a good relationship, so it is important that you touch base with them periodically. This can also re-engage participants who may have lost momentum because it reminds them that their progress is being monitored!

**Set Attainable Goals**
Everyone involved in the mentoring program has goals to reach, and it is important that those goals are not only challenging but also realistic. This should be discussed with participants during your mentor and mentee training sessions, something which should be a significant part of your mentoring plan. This is an important aspect of engagement because it encourages participants to push for these goals throughout the mentoring program and gives them a sense of accomplishment after reaching them.