

Leading Early Talent When the Old Playbook Fails

Practical Strategies for Leading the
Next Generation at Work

Are you ready for conversations that shape careers?



Programme Overview

Delivery: Virtual

Duration: 0.5 Day

Dates: Please check website

Fees: €249 per participant

*Includes live virtual session, practical tools,
conversation prompts, and a personal action
plan to support real-world application.*

Group Bookings Available - Contact Us



learning@workjuggle.com



www.workjuggle.com

Leading Early Talent: When the Old Playbook Fails

Course Overview

Mentoring can be such a gift. Especially when it is done well.

Recent research conducted by WorkJuggle, in partnership with The Learnovate Centre, highlights just how significant the quality of workplace conversations is in shaping confidence, progression and performance. The findings reinforce something many organisations are already sensing: good intentions are not enough. Without structure, clarity and skill, mentoring can easily become informal advice-giving rather than meaningful development.

If your role involves supporting new starters, developing emerging leaders or guiding colleagues through growth and transition, the ability to mentor with confidence and clarity is a powerful professional capability.

Our **Leading Early Talent** programme is designed to help you guide, support and grow others in a way that is structured, ethical and genuinely developmental. It moves mentoring beyond instinct and experience alone, equipping participants with practical tools that translate directly into stronger outcomes for individuals and organisations.

Who this programme is for:

- New or aspiring mentors who want structure, tools, and confidence
- Managers or team leaders supporting growth beyond day-to-day performance
- Experienced mentors looking to sharpen their approach and increase impact
- HR/L&D professionals building a mentoring culture across the organisation
- Technical specialists mentoring others without formal coaching training

No previous mentoring qualification is required - just a willingness to learn and practise.

"The best teachers are those who show you where to look but don't tell you what to see."
Alexandra K. Trenforr



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What You'll Learn and Be Able to Do

By the end of the programme you will be able to:

- Define the mentor role clearly (and set expectations early)
- Build trust and create a psychologically safe mentoring relationship
- Use a simple, repeatable structure to run mentoring conversations confidently
- Ask better questions and listen in a way that unlocks insight and action
- Give feedback that helps others grow, not shrink
- Navigate common mentoring challenges: motivation dips, confidence knocks, blockers, and boundaries
- Create momentum with action planning, accountability, and follow-through
- Mentor ethically, inclusively, and with awareness of power dynamics

Group Bookings - For Organisations

Bring this programme in-house and tailor it to your context, sector and risk landscape, ideal for:

- Mentoring programme launches
- People manager development
- Early talent / graduates / apprentices
- Leadership pipelines
- Technical mentoring and knowledge transfer

Optional add-ons include pre-course discovery, follow-up practice sessions, mentoring guides for your programme, or a train-the-mentor pathway.

Contact us for Group Programme details.

Why WorkJuggle

WorkJuggle programmes are practical, human and designed for real work. We focus on tools people can use immediately, supported by structured practice and clear outcomes.

Ready to grow yourself and others?

Contact us to learn more, or book directly at www.workjuggle.com

Ciara Garvan, Your Facilitator



Ciara is an experienced facilitator and founder of WorkJuggle, known for creating practical, human-centred learning that translates directly into real workplace impact.

Ciara works with professionals and organisations to build confidence, clarity and capability in the conversations and decisions that matter most. Ciara's style is supportive, structured and grounded in real-world experience, helping participants leave with tools they can use immediately.

If you are ready to invest in skills that strengthen how you lead, communicate and collaborate, we would be delighted to welcome you onto the programme.

Places are intentionally limited to protect the quality of discussion and individual attention, so early booking is encouraged.