



Supporting the *people*
who power *success*

ABM Workplace Mentoring & Coaching Accreditation – How Members Can Get Involved | Live Q&A Webinar



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What we plan to cover today:

- Why are we doing this and what is the need?
 - What makes Mentoring Successful in Organisations – An overview of the Research
- All About the Workplace Accreditation
 - The Framework
 - The Accreditation Process
- Insight from the Organisational trials – A view from the mentor's perspective
- How can members get involved?
- Q&A



Many organisations launch mentoring schemes with energy, but without the structure, leadership commitment or cultural conditions needed for them to last.

ABM accreditation gives organisations credible, impartial proof that mentoring and coaching are genuinely embedded – not just claimed. It helps leadership teams see where mentoring is strengthening the organisation, where practice is inconsistent, and what needs to change.

For employees, it signals a serious commitment to development, progression and wellbeing.

For leaders, it provides a practical framework for building confidence and accountability.

For employers, it becomes a visible point of difference in a competitive talent market.



The ABM vision

A world where mentorship is at the heart of business success, where every entrepreneur, business leader, and workplace have the guidance they need to grow with confidence, purpose, and fulfilment.



The Research

Although 98% of organisations surveyed said that they would recommend establishing a workplace mentoring programme, only 5% said that they have a sustainable programme in place.

Many of the organisations surveyed stated that they have tried to establish a programme, but that there have been numerous barriers to it becoming sustainable, including:

- A lack of commitment (time and availability) from managers supporting the programme (47%)
- Matching mentors & mentees (39%)
- Limited budget and resources (38%)
- Lack of measurable outcomes and impact (37%)

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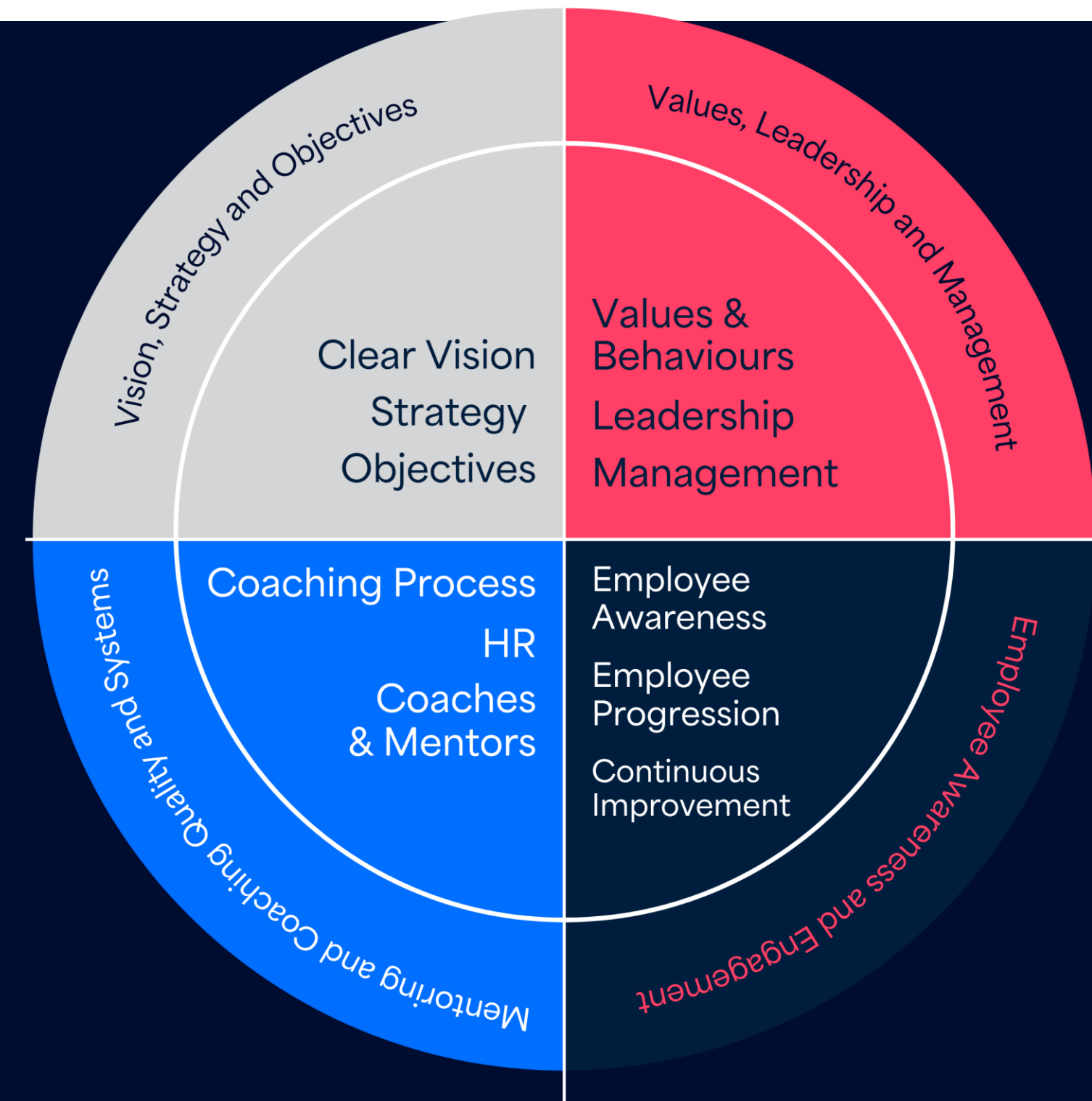
Pete Wortley



In order to develop and support a sustainable mentoring programme, workplaces need a strong mentoring and Coaching culture across the organization

In order to support organisations to develop this culture, the ABM have developed a Workplace framework and developed standards which organisations can use to benchmark themselves, develop holistic action plans and measure progress

The Framework has twelve elements evenly spread across four overarching aspects



ABM Workplace Accreditation is an independent assessment of how effectively an organisation has embedded mentoring and coaching into the way it leads, manages and develops its people.

Built around ABM's Workplace Coaching and Mentoring Culture Framework, it looks beyond whether a mentoring scheme exists. It assesses whether the right culture, leadership behaviours, systems, standards and employee engagement are in place to make mentoring sustainable and impactful.

The process gathers anonymous feedback from leaders, managers and employees, then benchmarks the organisation against the 12 elements.

The Outcome of the feedback then forms the basis a Leadership discussion to help contextualise the findings.

The process concludes with the organization receiving a full report of strengths, gaps and opportunities, along with recommendations to develop and how the ABM (and their mentor) could support them.

The organization is awarded an accreditation at one of 3 levels:

- Emerging
- Effective
- Transformational



“The accreditation gave Team Factors and Apollo Business Finance tangible proof that their people-first culture was not just an internal belief, but something experienced across the group.”

Lizzie

[View case study](#)



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

Benefits to members

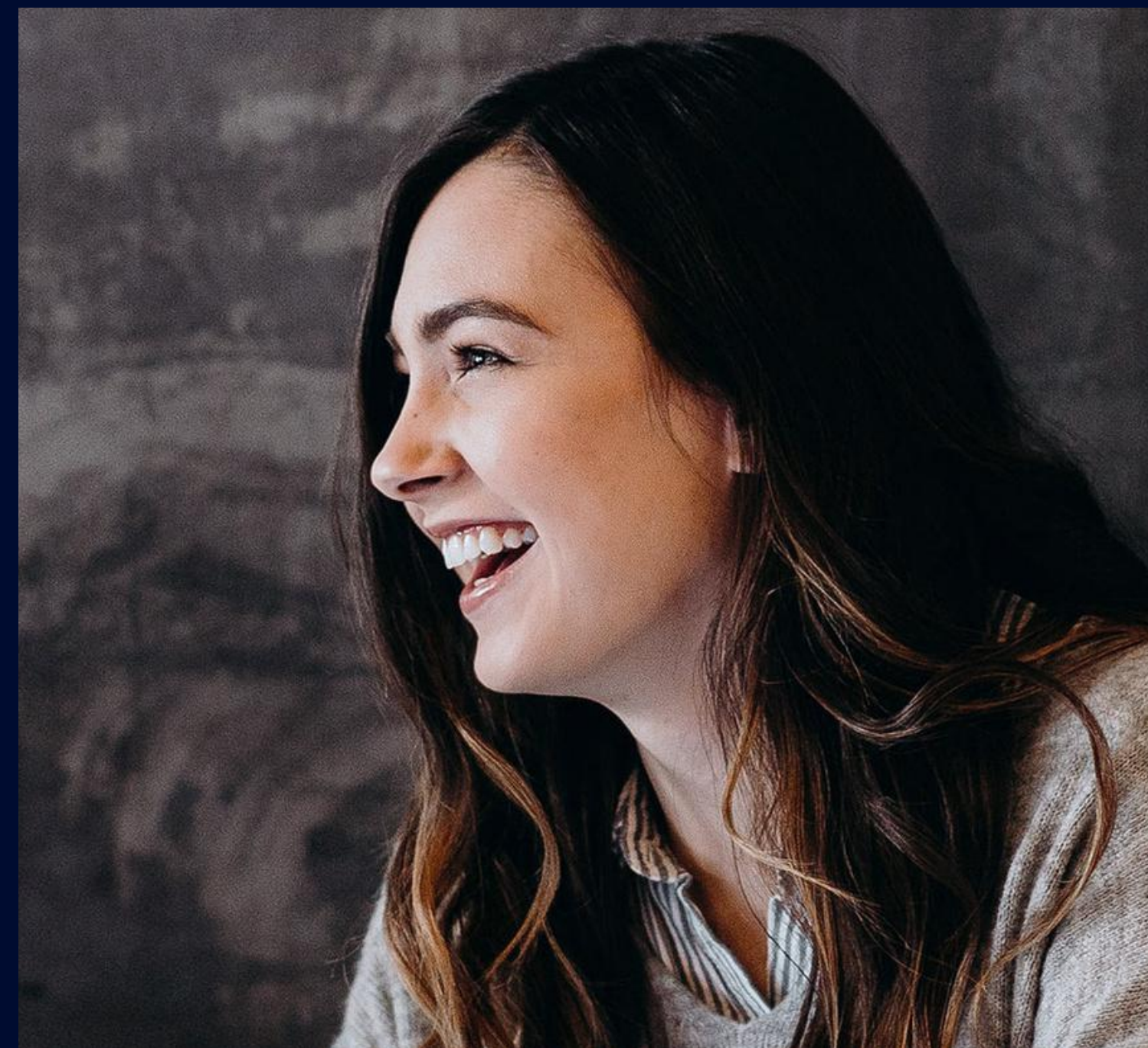
- Members can recommend organisations they currently work with to go through the accreditation process and will be involved in this process at all stages and in all discussions
- We will discuss all results and recommendations will be developed in partnership with the member who recommended them. This enables these members to have a deeper, more holistic impact in their clients supported by the resources of the ABM

**Our members will help us to deliver the
accreditation programme and the resulting
action plans within the organisations**

We need your help to:

- Raise awareness of the Workplace Accreditation in your clients
- Bring contacts within organisations that you believe could benefit from the accreditation programme
- Invite organisations to take the initial self-assessment and to the Organisational Webinar in September

**Start the
Self-assessment**



Organisation Q&A Webinar

Monday 14th Sept 12pm





Supporting the *people*
who power *success*

ABM is professionalising business mentoring - raising standards, building community and helping mentors deliver measurable impact for businesses, workplaces and leaders across the UK.

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Join the ABM

Become part of the UK's professional body for business mentoring.

Partner with the ABM

Work with us to shape the future of business mentoring.

Find an ABM mentor

Connect with an accredited professional who can help you grow.

Workplace accreditation

Embed professional mentoring at the heart of your organisation.