



PROFESSIONAL DEVELOPMENT FOR WOMEN

Mentoring and Sponsorship Programmes for Women

2 day course

Classroom, online or in-house

Course overview

Organisations launch mentoring programmes for women that produce pleasant conversations and no promotions, because mentoring gives advice while sponsorship spends political capital, and only the second changes outcomes. This course covers designing programmes that work. Delegates work through programme purpose and the measurable outcome it exists to move, participant selection and matching, and the training that mentors and sponsors actually need. Sponsorship is treated as a distinct commitment with its own expectations. Structure, cadence and duration are covered, along with the failure modes that quietly end a programme. Measurement is addressed honestly. The course closes on scaling a programme and on the organisational conditions without which no programme succeeds.

What you will learn

- Define the measurable outcome a programme exists to move
- Distinguish mentoring from sponsorship and design for each
- Select and match participants effectively
- Train mentors and sponsors for their distinct roles
- Set structure, cadence and duration that participants sustain
- Recognise and prevent the failure modes that end programmes
- Measure outcomes honestly and scale what works

Who should attend

- Human resources and talent development staff
- Diversity and inclusion practitioners
- Programme coordinators and facilitators
- Senior leaders acting as mentors or sponsors
- Managers asked to support participants

Course outline

- 01 Pleasant conversations and no promotions
- 02 Programme purpose and target outcome
- 03 Mentoring against sponsorship
- 04 Participant selection and matching
- 05 Training mentors and sponsors
- 06 Structure, cadence and duration
- 07 Failure modes and how programmes end
- 08 Measurement, scaling and organisational conditions

Upcoming dates

Dates	Venue	Format	Fee per delegate
27 to 28 October 2026	Kampala, Uganda	Classroom	USD 795
9 to 10 November 2026	Pretoria, South Africa	Classroom	R11,950
16 to 17 November 2026	Mbabane, Eswatini	Classroom	R11,950
10 to 11 December 2026	Online	Online	R6,500



Fees and how to register

This 2 day course is **R6,500** per delegate online, **R11,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 795** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

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