

MENTORING



No one can make you feel inferior without your consent.

Eleanor Roosevelt

Real impact comes not only from what is said, but also what is done and the way it is done. Which includes acting with integrity and honesty and being a role model for an organisation/ community



WHAT IS MENTORING?

Mentoring is a workplace partnership between two people which gives employees the opportunity to share their professional and personal skills and experiences, and to grow and develop in the process.

It is based upon encouragement, constructive comments, openness, mutual trust, respect and a willingness to learn and share.

Typically, mentoring takes place between a more experienced and a less experienced employee.



WHY MENTORING?

Mentoring is an effective strategy which can contribute significantly to the career development of employees.

Mentoring offers a way of building skills towards future career goals. It works best as one element in career development.

Mentoring is an effective method for the transference of professional, operational and Management.



BENEFITS FOR INDIVIDUALS

The benefits to the less experienced employee (mentee) include:

- Increased skills and knowledge
- Improved understanding of their roles in the organisation
- Insights into the culture and unwritten rules of the organisation
- A supportive environment in which successes and failures can be evaluated
- Development of professional confidence and self-confidence.



The benefits to the more experienced employee (mentor) include:

- Renewed enthusiasm for their roles as an experience employee
- Challenging discussions with people who have fresh perspectives and who are not already part of organisational thinking
- Satisfaction from contributing to the mentee's development
- Improved ability to share experiences and knowledge
- Enhanced knowledge of other areas of the organisation
- Opportunities to test new ideas.



BENEFITS FOR THE ORGANISATION

- Improved delivery of services through more informed and skilled staff
- Reduced recruitment and selection costs as a result of higher employee retention
- Improved communication between separate areas of the organisation
- Support networks for employees in times of organisational change
- Managers with enhanced people management skills



HOW DO YOU CHOOSE A MENTOR?

Things to consider when choosing a mentor include:

- The mentor should be a person with greater experience, working in the same organisation or Industry
- The mentee must trust the mentor and know that confidentiality will be kept
- The mentor's personal style should be compatible with and suit the mentee's needs
- The mentor needs to be a person who will enjoy helping the mentee develop skills and knowledge and be able to share knowledge and experience openly and honestly



- It is recommended that the mentor be someone other than the mentees immediate manager, in order for the mentee to expand networks, and to avoid potentially conflicting roles.



THE MENTORING RELATIONSHIP

From the beginning, both parties should agree that either may end the arrangement at any time without fault.

There is no formula for how often a mentee/mentor pair makes contact. The parties may choose to meet regularly, or they may prefer to meet when there is the need to focus on a particular issue.

The parties may agree on a formal arrangement. These and other issues must be worked out by Individual mentee/mentor pairs.



If problems arise in the mentoring relationship, the Parties should talk the issues through. The HR Manager may also be approached for advise. If the mentoring partners decide to end the arrangement, Another mentor may need to be found.



SUCCESSFUL MENTORING

For mentoring to be successful, both mentees and mentors must be:

- Committed, able to listen, and open to new ideas,
- Good with time management and self-management skills
- Knowledgeable or able to get information
- Challenging and analytical and
- Able to change/accept change



Additionally, mentors must be:

- Motivating and able to demonstrate leadership
 - Honest and able to give constructive advice, and
 - Able to act as a role model
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- A successful mentoring partnership is a career development experience to be enjoyed.



FINAL GUIDANCE

- Think strategically about what you want from a mentor
- Choose someone with a difference work style to your own
- Establish what you want to achieve together
- Make sure they genuinely care about you
- Be willing to reciprocate



WHAT IS SUCCESS

"To laugh often and much; to win the respect of intelligent people and the affection of children...to leave the world a better place...to know even one life has breathed easier because you have lived.
This is to have succeeded. "

Ralph Emerson



“ If better is possible, good is not enough”.

If not you than who!.....

