



MENTORING

Mentors Make a Difference

The mentor has always been revered for their wisdom and experience. The very name makes you think of a trusted friend, teacher or advisor. In Homer's *Odyssey*, Mentor was entrusted by King Odysseus to care for and educate his son Telemachus while he went to fight the Trojan War.

But what does mentoring have to do with your business?



Mentoring Primer

What is Mentoring?

Mentoring is a significant, long-term, beneficial result on the life of another person. It is a process where the mentor works with the employee to find and develop his/her hidden talents. Mentoring can be an effective way to encourage growth within an organization, as well as growth as a person.

What is a Mentor?

A **mentor** is a person who provides his/her experience, knowledge, views, or wisdom to someone who will benefit from this relationship. Anyone has the potential to be a mentor, but it's up to them to make the effort.

What's Your Type?

The relationship between mentor and employee can be evaluated according to the formality of their relationship and the length of time they spend together. What works best is up to both of them.

Highly structured, short-term

Mentor and employee are introduced for a short period of time, with specific objectives in mind.

Example: A senior employee is assigned to a new employee for orientation purposes.

Informal, short-term

The mentor and employee get together for as-required training or counseling, but there is no ongoing relationship.

Example: The human resources manager offers vocational guidance for employees who want to move within the organization.

Highly structured, long-term

The mentor works with the employee to train him or her for the requirements of a position.

Example: An outgoing employee teaches his replacement about the requirements of a new role.

Informal, long-term

Mentor and employee share a casual relationship, where one learns from the other over time.

Example: A senior employee befriends a junior employee, and they meet for regular lunches to discuss general life issues.

