

# Mentoring



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## 1 Mentoring and Coaching

Mentoring is a relationship built on trust, and one of its primary goals is to make a young people (or persons new to a field of endeavor) more confident in their abilities and talents. Traditionally mentoring involves an older member of the same profession--a person with more experience and connections--helping a newcomer to the field. Rather than focus on a particular skill, task or goal, mentoring is a long-term, ongoing process. It is usually a more personal relationship, based in shared experience. As the newcomer grows, the mentoring relationship evolves. The mentor often passes on not only tangible knowledge, but also philosophy, advice and advantages gleaned from years in the field. The mentor may provide introductions to people or organizations to which a newcomer would not normally have access. Mentors generally provide guidance, not for personal gain, but out of a desire to help another individual realize his full potential. In most mentoring pairs, their purpose dictates that the mentor has much more expertise and experience than the protégé. The difference between the mentor and protégé is valued because it is the source of learning for the protégé.

Mentoring as the passing on of knowledge by a more experienced, possibly older person, to a less experienced one, through enabling a better understanding, providing guidance and support.

Coaching as supporting individuals, teams and / or organisations on their development journey to become the people and success stories they've only dreamt about in the past. Whether it be Personal, Executive, Business or Group Coaching, objective is to focus on future potential and how it can be achieved.

## 2 Benefits of Mentoring

There are benefits for both people in a mentoring relationship. While the mentee or protégé gains from the wisdom, knowledge and experience of the mentor, the mentor gains a great deal of satisfaction from helping another person achieve his potential. Mentors often find that mentoring brings new life and vitality to their own work, as they seek to answer the questions that arise.

Coaching and mentoring both allow people to expand their expertise and become more proficient in a direct, guided way. Information and skills are passed from person to person, and the give and take often allows for a deeper exploration of the subject than learning from a book or another passive resource.

- Expands the skill set of employees cost effectively
- Identifies and improves areas that require development
- Provides access to expert guidance as and when needed
- Supports continuous learning
- Enhances productivity and teamwork

### **3 Mentoring may be best when**

- The employee needs an expert or sponsor
- The employee will benefit from specific knowledge about the organization's culture, values, and norms, especially when the information is informal and difficult to obtain from traditional sources
- The employee is reasonably clear about their career and developmental goals
- The employee will be helped by receiving direction

We need both mentoring and coaching to maximize learning and development.