




# How mentoring can help career development

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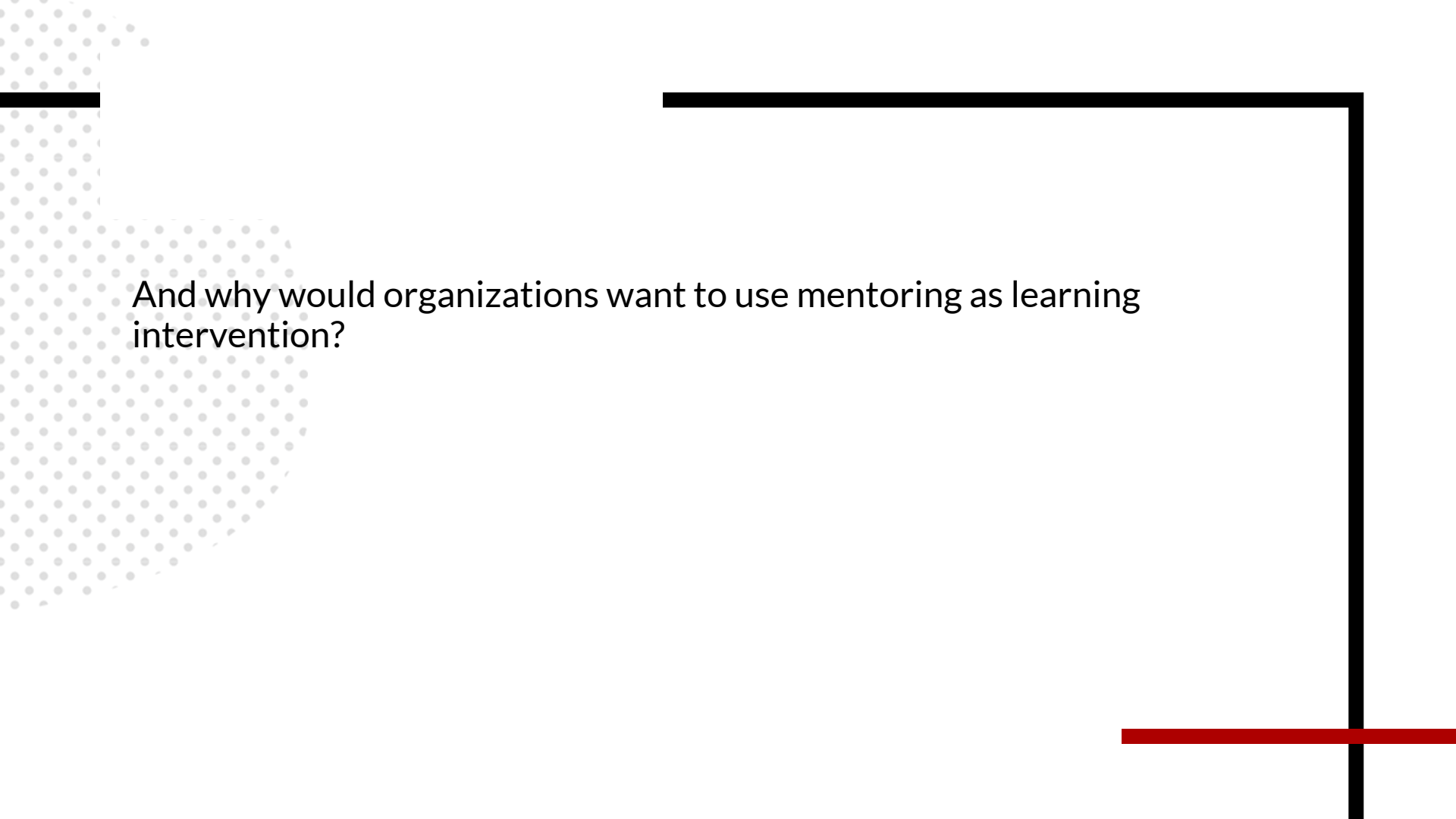


Mentoring as a part of corporate and entrepreneurial culture


**Mentoring** is the guidance provided by a mentor, especially an experienced person in a company or educational institution



So why do you need this?



And why would organizations want to use mentoring as learning intervention?



Easier induction  
Employee satisfaction  
Employee retention  
Greater productivity  
Succession planning  
Knowledge management  
Synergy...



# #1 Perception

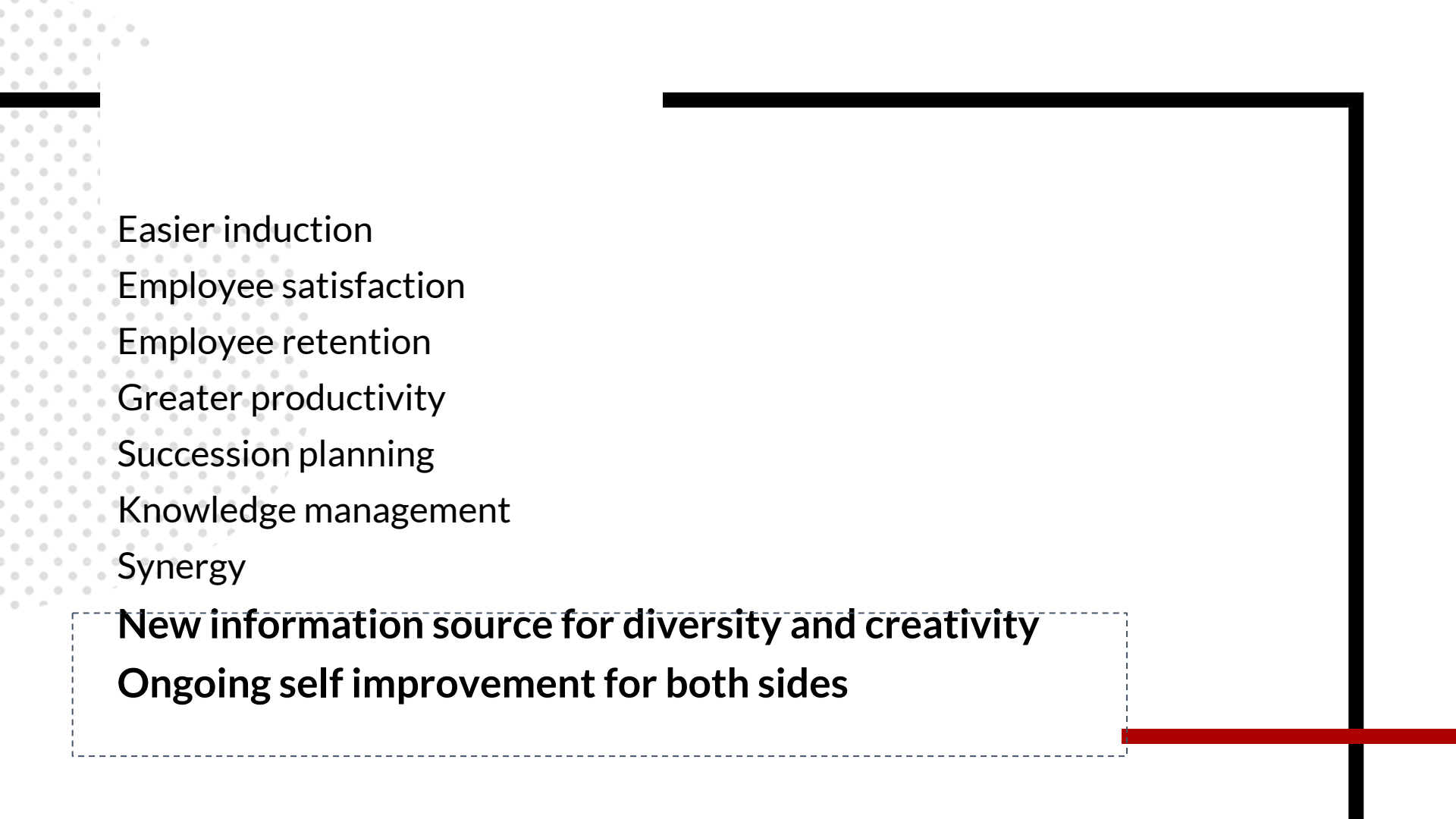
# Perception

## Mentor

- Obligation
- Time consuming
- Emotional attachment
- Inconfidence in communication
- Energy drilling
- Challenge (positive and negative)

## Mentee

- Obligation
- Responsibility shifting
- Overestimated expectation
- Hope
- Ready - to-do approach
- Show off mood
- Fear of judgment
- Energy Drilling
- Dependence
- Blind trust to one person




Easier induction  
Employee satisfaction  
Employee retention  
Greater productivity  
Succession planning  
Knowledge management  
Synergy

**New information source for diversity and creativity**  
**Ongoing self improvement for both sides**

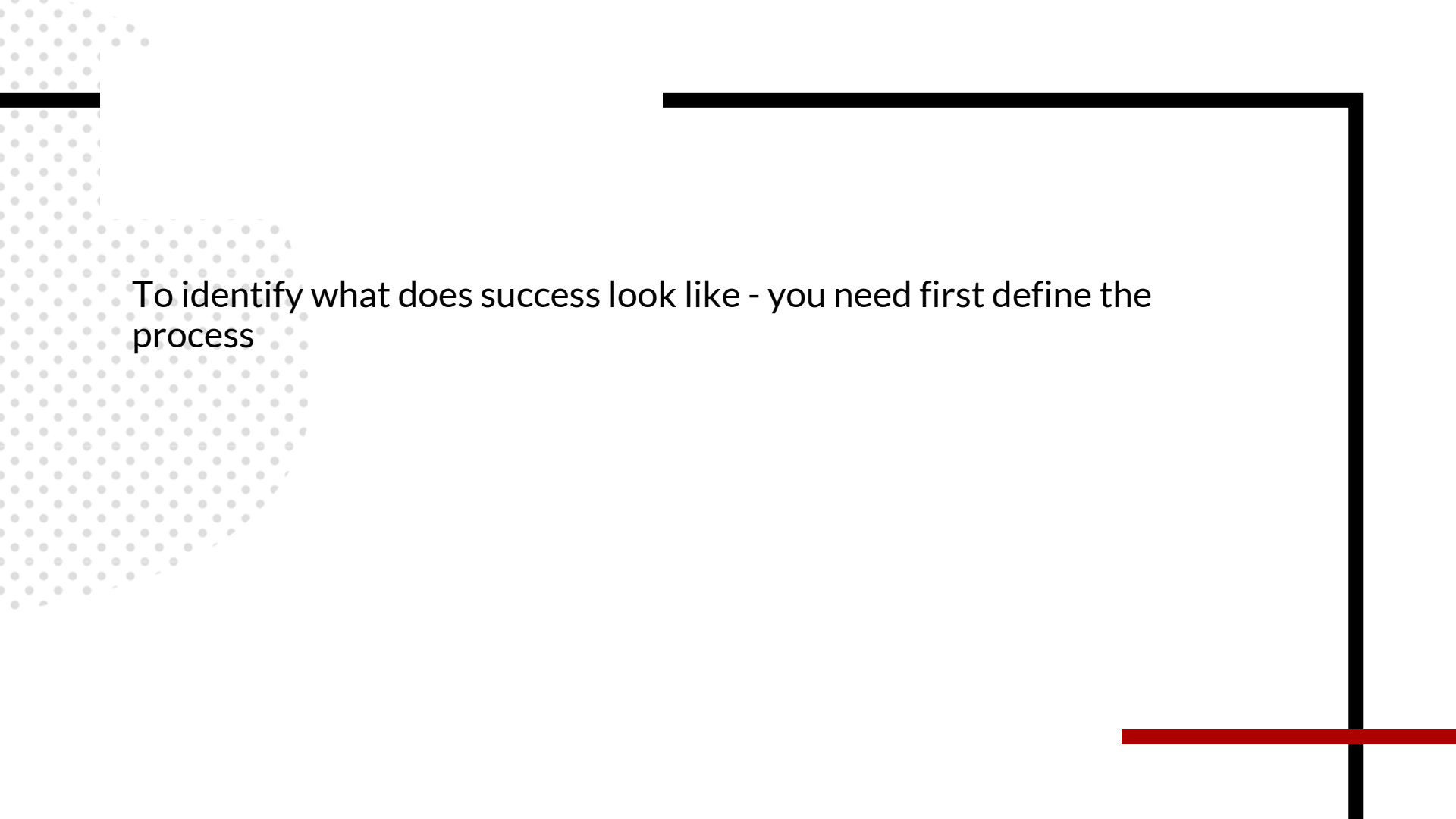




# Transformation of mentoring behavior



So how the success look like for mentoring process?



To identify what does success look like - you need first define the process



# #2 Match & Structure

# Process

Preparation

Meeting

Contracting

Ending & Evaluating

# Mentorship roadmap (contract)

Set common rules	Understand situation	Build your own plan	Follow up
<ul style="list-style-type: none"><li>● Define goals and timeline</li><li>● Explain your approach -</li></ul> <p>You are not here to give all answers</p> <ul style="list-style-type: none"><li>● Involvement is a key of success</li></ul>	<ul style="list-style-type: none"><li>● Ask open questions</li><li>● Identify relevance</li><li>● Make sure you are on the same page</li></ul>	<ul style="list-style-type: none"><li>● Write down main milestones</li><li>● Get the vision on each stage</li><li>● Get commitment</li><li>● Finalise action plan</li></ul>	<ul style="list-style-type: none"><li>● Check-in meeting</li><li>● Listening is a key</li><li>● Challenge is a tool</li><li>● Don't judge, don't try to compare</li></ul>

**“You are responsible only for idea generation - not for the business outcome!”**

# Examples of questions

## Mentor

What is required? What outcomes? What will the process be?

Set a clear picture of how it will work and what their involvement will be

## Mentee

What will happen to them? What will they get out of it? What is the process? What support will they get? (from their line manager, from HR, or wherever the support may be coming from) **What will be confidential and what will be reported**

## Manager/HR

When can they visit? What you are ok to discuss

# For 1:1

- Set clear expectation on final goal
- Agree on behavior
- Agree on confidentiality
- Agree on timeline
- Agree on scope of knowledge
- Agree on Vegas rule



# For groups

- Explicitly contract with mentees. For group meetings, all need to attend and to participate
- Identify common goals and interests
- Focus on specifics first and then make it more general to draw other people in
- Share your own experience to drive conversation

# Role & Responsibilities

Mentor	Mentee	HR/Manager
<ul style="list-style-type: none"><li>● The process</li><li>● Agreeing objectives and agenda</li><li>● Empower mentee</li><li>● Share experience but not influencing directly</li><li>● Stimulate conversation and thoughts process</li><li>● To keep to any agreements and let mentee know if it is not possible (and why)</li></ul>	<ul style="list-style-type: none"><li>● Own learning and change</li><li>● Set the agenda, outcomes and objectives</li><li>● Taking actions</li><li>● Sharing results</li><li>● To keep to any agreements and let mentee know if it is not possible (and why)</li></ul>	<ul style="list-style-type: none"><li>● Follow up with action plan if needed</li><li>● Provide help if needed</li><li>● To support learning process</li></ul>



# **#3 Communication Style**

# Mentoring & Coaching

- Directive mentorship
- Coaching
- Coaching-mentorship

# Coach vs mentor

Coach	Mentor
<ul style="list-style-type: none"><li>● Asking open questions</li><li>● Is not an expert in the field</li><li>● Is not giving advices</li><li>● Stimulating “A-HA” moment</li><li>● Motivating to build an action plan</li></ul>	<ul style="list-style-type: none"><li>● Proactively helping to define the gaps</li><li>● Is an expert in the field</li><li>● Providing with recommendations from personal experience</li><li>● Participating in action plan development</li></ul>

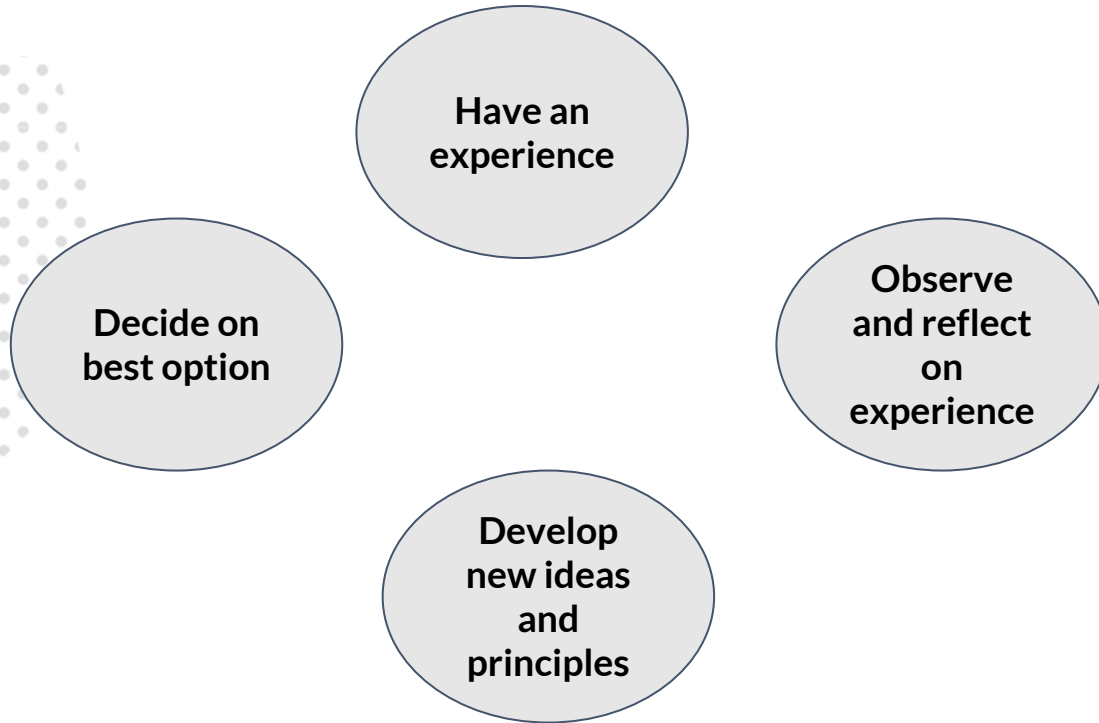
# Coaching-mentorship

- Asking open questions
- Is in expert in the field
- Stimulating “A-HA” moments
- Guiding you through outcome by sharing own experience
- Brainstorming with you on action plan, providing support on implementation stage



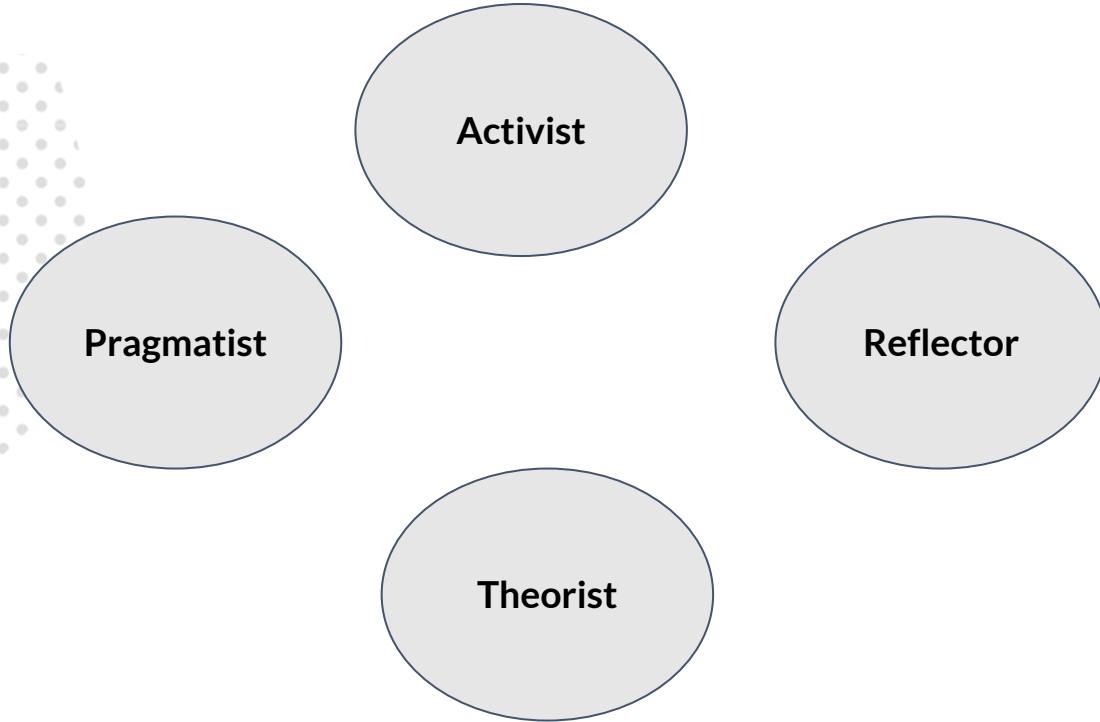
# #4 Learning Styles

# Experiential learning cycle





# Learning styles



Activist	<ul style="list-style-type: none"><li>● Give them challenges</li><li>● Have them fully involved in activities</li><li>● Use questions to help them to reflect before they jump to the next challenge</li></ul>
Reflector	<ul style="list-style-type: none"><li>● Allow the time to review and reflect on their actions</li><li>● Where possible let them observe</li><li>● Encourage them to experience and try out new ideas</li></ul>
Theorist	<ul style="list-style-type: none"><li>● Give them or get them to research background information</li><li>● Explain thing in logical and rational way</li><li>● Use questions to help the action and put their learnings into practice</li></ul>
Pragmatist	<ul style="list-style-type: none"><li>● Make sure to explain how every statement can be used practically</li><li>● Answer any “what if..” questions</li><li>● Encourage to think about situation a bit more</li></ul>



# Rapport

We like people who like us!



# Thank you!

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