



MENTOR

Mentoring Benefits

“Developing Your Leadership Talent.”



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When you invest in a corporate mentoring program, you demonstrate to new, junior and even senior employees the company's investment in their future with the organization. Consider the other benefits outlined below.

Talent Retention

Retention affects the bottom line not only by reducing costs, but also by building an effective workforce. Companies often invest hundreds of thousands of dollars in recruiting talent but then stop there and miss the opportunity to get the best return on their hiring investment. Some companies invest in a 'buddy'

system, which is good investment but is short term (2-3 months) and addresses only the issues of adjusting to the company. Mentoring, however, is more strategic and aims to:

1. Create a more effective contributor to the company's overall goals.
2. Engender a sense of loyalty in employees.

Stronger Workforce

Developing a talent pool is an ongoing challenge for all companies as they strive to remain ahead of the competition and compete in a global market. Many different development strategies exist and a company that wishes to remain a player needs to incorporate a number of them to grow its talent.

Mentoring is one of the most effective strategies as a standalone program or as part of an existing workforce development program. For example, if your company is conducting formal classroom training on specific competencies, such as leadership or customer service, adding a mentoring component can translate the theoretical knowledge gained through formal training into 'practical' experience. This has the benefit of creating a more completely developed employee by combining theory with practice.

The Mentor Advantage

A comprehensive case study in 2006 by Gartner, a Connecticut-based market research firm, of over a 1000 workers from Sun Microsystems over a five-year period, revealed the following benefits of a formal mentoring program:

- 25% of employees who enrolled in a mentoring program had a positive salary-grade change, while only 5% of workers who did not participate in a mentoring program had a change.
- Mentors were promoted six times more often than those who did not mentor formally.
- Mentorees were promoted five times more often than those who were not formally mentored.
- Retention rates were higher for both mentorees (72) and mentors (69%) than for employees who did not participate in a mentoring program.

For excellence in mentor, coach & leadership training, contact Peer Mentor.net.





Advantages For The Mentor / Coach / Leader:

- Exposes staff to new challenges (creative and lateral thinking)
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- Enables staff to learn about other levels of the organization
- Provides the mentor, coach, or leader with a different perspective on the organization
- Provides flexibility; and, given the right structure, it only requires some time and two people
- Provides a focus group of two with a mutually agreed upon agenda
- Unique to the interests of the mentor and partner
- Increases peer camaraderie, recognition and networking
- Provides an opportunity to increase personal reputation by being surrounded by talented people—this will in turn attract other talented people to work with that mentor
- Provides opportunities to reflect on skills and practices
- Value added approach to professional development
- Yields time out to update and refresh management skills and knowledge
- Provides an opportunity to challenge the accepted ways of doing things in the organization
- It can happen alongside or in addition to other learning processes
- Presents a challenging learning experience
- Yields an opportunity to broaden understanding of the organization

- Typically results in a stimulating, rewarding and enjoyable experience
- Helps clarify a mentor’s own learning volunteer
- Helps senior people avoid feeling plateaued / retiring on the job, renews spiritual vigor.



Advantages For The Organization:

- Strengthens the intellectual capital of the organization
- Builds on resources and expertise within
- Encourages collaboration
- Improves communication skills
- Helps overcome learning curves
- Develops underachievers
- Improves recruitment, adds a marketing feature
- Facilitates internal hiring and transfers
- Adds to retention strategies for employees
- Increased motivation for higher producing employees
- Decreases costly turnover and loss of intellectual capital
- Increases motivation to find creative solutions to more complex problems
- Provides support for other management initiatives

- Increases individual and team performance
- Promotes high flyers within the organization
- Adds continuity to overall human resource development plans
- Creates a closer match between vision and reality
- Improves learning curve during implementation of change
- Contributes to effective succession planning
- Reduces loss of intellectual capital through retirement by the sharing of expertise
- Converts training to results
- Provides diverse and extended opportunities for leadership
- Return on expectations as well as return on investment
- Requires organization to be clear about vision and defined goals
- Increases the representation of minority interests (diversity training and support)
- Legitimizes “soft skills” and promotes taking more time for reflection
- Stimulates entrepreneurial behavior and thinking
- Immediate line-manager may refer employee to mentor for a difficult issue or problem solving



Intelligent Leaders have mentors.

