

MENTORLEADERSHIP

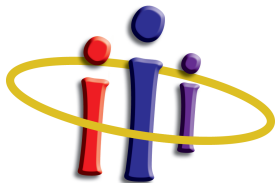
Peer Mentor.net Inc. 2011

INTELLIGENT LEADERS

Engaging Presentations



Wayne Townsend, ceo
Peer Mentor.net Inc.



"leading leaders"

Intelligent Leaders develop mentor relationships

"The task of leadership is not to put greatness into people, but to elicit it; for the greatness is there already." Intelligent Leaders, Wayne Townsend

There is an expression, "same old, same old." And we all know that "If you keep doing what you've always done, you'll always get what you already have."

A mentor is someone who can help you move to the next level, solve problems, think differently, view new possibilities, clear wasted steps and energies, select new habits to replace old habits, meet new people, change to a whole new way of living life and doing business.

"Mentors can both play an invaluable role in providing information, advice, an objective perspective, and also act as a sounding board," explains David Clutterbuck, Managing Director of Clutterbuck & Associates.

A mentor is usually someone you admire and in whose footsteps you might wish to follow. They may be in a senior role at your firm or in another organization altogether. Mentors are willing to take you under their wing because they see potential in you and are willing to share some of their experiences with you.

"Mentors will often open doors for you and introduce you to other people within their network. And they do this for the sheer satisfaction of helping you to grow and succeed," adds David Megginson, Mentoring and Coaching Research Unit, Sheffield Hallam University, UK.⁸⁴

Jack Welch had his own mentor. He admitted that he was at best a C or C-minus student: "I'm not the fastest gun in town." But, he said, the process

worked. "I knew in what areas I needed help and I sought it out."

Organizations with successful formal mentor programs have the highest competitive advantage because their employees are more committed to the teams and overall objectives of the firm. They have the highest staff retention rates, better communication processes across levels and between systems. It costs twice an employees yearly salary to replace them. When people come to work because they feel supported by the people within the organization, the payoffs are substantial.

Mentoring skills and strategies improve business processes on all levels. For engaging presentations and to learn more contact Peer Mentor.net Inc.