BENEFITS OF MENTORING FOR ALL THOSE INVOLVED

What are the benefits of mentoring for the learners/mentees?

For new employees, mentoring can help by:

- Giving faster integration into the team and a better insight into their function in the organization.

- Providing practical information and necessary training.

- Providing a point of contact where they receive individual support and feedback in a relationship built on trust.

- Providing a welcoming environment where they feel supported and receive the attention they need. This gives a positive first impression of the organization and their colleagues.

- Developing self-confidence and independence within the organization.

- Helping to lay a network of social contacts throughout the organization (helping them get to know people they can contact again later on when they have specific questions/problems).

- Aiding faster growth in necessary knowledge and skills for their role.

Mentoring can support existing employees by:

- Helping them to continue acquiring skills and knowledge which build on those from their usual daily job.

- Giving positive and constructive feedback on professional and personal development areas.

- Providing a sounding board for testing ideas and plans.

- Providing better insight into the organisational culture and structure.

- Providing increased self-awareness.

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- Providing more insight into goals and options in life and career.

- Providing improved promotion opportunities and the ability to move 'up the ladder' in a shorter period of time.

- Providing access to the mentor's network (expanded personal network).

- Supporting better performance and higher productivity.

- Giving more job satisfaction.

- Providing a role model.

- Providing empowerment and support to move on in life.

There are also benefits for the mentors themselves:

Mentors working with new hires will gain:

- Enhanced self-esteem.

- The satisfaction of developing a close relationship with the mentee.

- Personal development from gaining new skills such as didactic skills, and interpersonal skills such as giving feedback, motivating people, positive influencing, and leadership skills.

- New chances for promotion through involvement in the programme and development of new skills.

- Knowledge from the new employees they work with (if they are willing to learn!), for example learning new computer or technical skills.

- New insights into the organization as they see it through the eyes of a new employee, resulting in the realization of bad habits, a freshening of their own knowledge, and new ideas and insights being brought forward.

- Public recognition (by the invitation to become a mentor) of their own skills and knowledge, resulting in more self-confidence and because of this new challenge, a new interest in the work.

- The team overall will also find that the new employee is more rapidly operational, and will be ready to play a full part in the organization in a shorter period of time.

Mentors of existing employees will gain:

- As well as the above...

- Increased motivation for their role.

- Increased self-awareness.

- Increased motivation to stay longer in their role by being offered new job content and more involvement.

- A chance to stand back and reflect on the organization.

- An opportunity to look at the world with a different view.

- A chance to reflect on their own position and question established views.

- An increased awareness of what happens further down the organization.

- An expanded personal network.

- Leadership skills.

- Contact with the younger generation.

- Bigger status and recognition.

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As a manager in your organisation, mentoring can provide you and your company with:

- Better motivated employees with more strength and resilience.

- Fulfillment of the potential of your organization and employees.

- Higher employee productivity through an increase in skills and experience.

- A more efficient organization with lower turn-over of staff and a chance to assess if it is necessary to invest in hiring new people.

- A happy and supportive work environment with good team spirit, good communication and organizational values.

- A chance to secure knowledge and experience within your organization, through better staff networking and retention.

- Development of the organization through receiving feedback and suggestions from new staff members.

- An environment that fosters personal and professional growth through the sharing of business information, skills, attitudes and behaviors.

- Increased productivity by increasing technical skills, leadership skills and motivation.

- Reinforcing of diversity.

- A better image of the organization with positive consequences on recruitment.

- Accelerated processes for the identification, development and retention of talent for leadership and technical jobs.

- Discovery of (latent) talent.

- A process to transfer leadership skills. (Increased role modeling of leaders teaching other leaders).

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- Better development of future leaders.

- Overall success and better profit.