

An abstract graphic featuring several hands in various shades of blue, from light to dark. The hands are positioned as if they are reaching towards the center, creating a sense of support and guidance. The background is a gradient of blue, darker at the top and lighter at the bottom.

# Mentorship

## Transforming Workplaces and Communities

# Your mentorship experience.. Let's chat

The one thing that a mentor  
in your life said to you or  
asked you to do that had the  
biggest impact on your life  
and career?

*Chat for 2 minutes*



The background of the slide features a large, abstract graphic composed of various shades of blue brushstrokes and strokes of varying thicknesses, creating a dynamic and textured effect.

# 1. Transformation Challenges in Mentorship

## Multi-generations in **WORK** and **HOME**

“Mentoring is a long-term relationship that meets the development need, helps develop full potential and benefits all partners, mentor, mentee and organization.”

*Suzanne Faure*



Transformation  
Challenges in  
Mentorship

By definition, the term mentorability, is the ability to engage in **mutually beneficial** and rewarding developmental relationship.

An abstract graphic consisting of several overlapping, rounded rectangular shapes in shades of light gray and white, arranged in a dynamic, overlapping pattern. The word "MENTORABILITY" is written in a light gray, sans-serif font across the center of the graphic.

MENTORABILITY

Mentorability is the willingness to understand that we grow from others as others grow from us.

MENTORABILITY

**Commitment,  
Reciprocity, and  
Vulnerability**

# Transformation Approach

- Inspirational Motivation
- Intellectual Stimulation
- Individualized Consideration
- Idealized Influence



## Driven by Mentorship

- Technology
- Entrepreneurship
- Knowledge sharing/Co-mentoring





An abstract graphic composed of various shades of blue brushstrokes and shapes, creating a dynamic, layered effect behind the text.

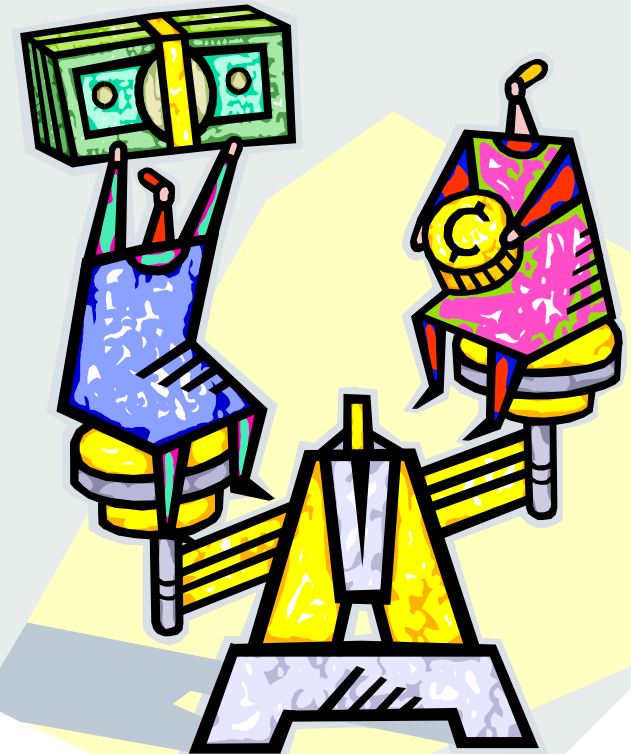
## 2. Mentorship and the Workspace

## My mentor challenge

When Yen was about to take up his duties as Tutor to the heir of the Duke of Wei, he went to a wise man for advice.

“I have to deal”, he said “with a man of depraved and murderous disposition....How is one to deal with a man of his sort?”

“I am glad that you asked this question...The first thing you do is not to improve him, but to improve yourself”



## 2.1. Mentorship programs

- Multi-level implementation
- Mentor support groups
- Equip and encourage

## 2.2. Expected outcomes

- Measure (ROEB): Return on Expected Behaviors
- Retention – Citizenship and Systems thinking

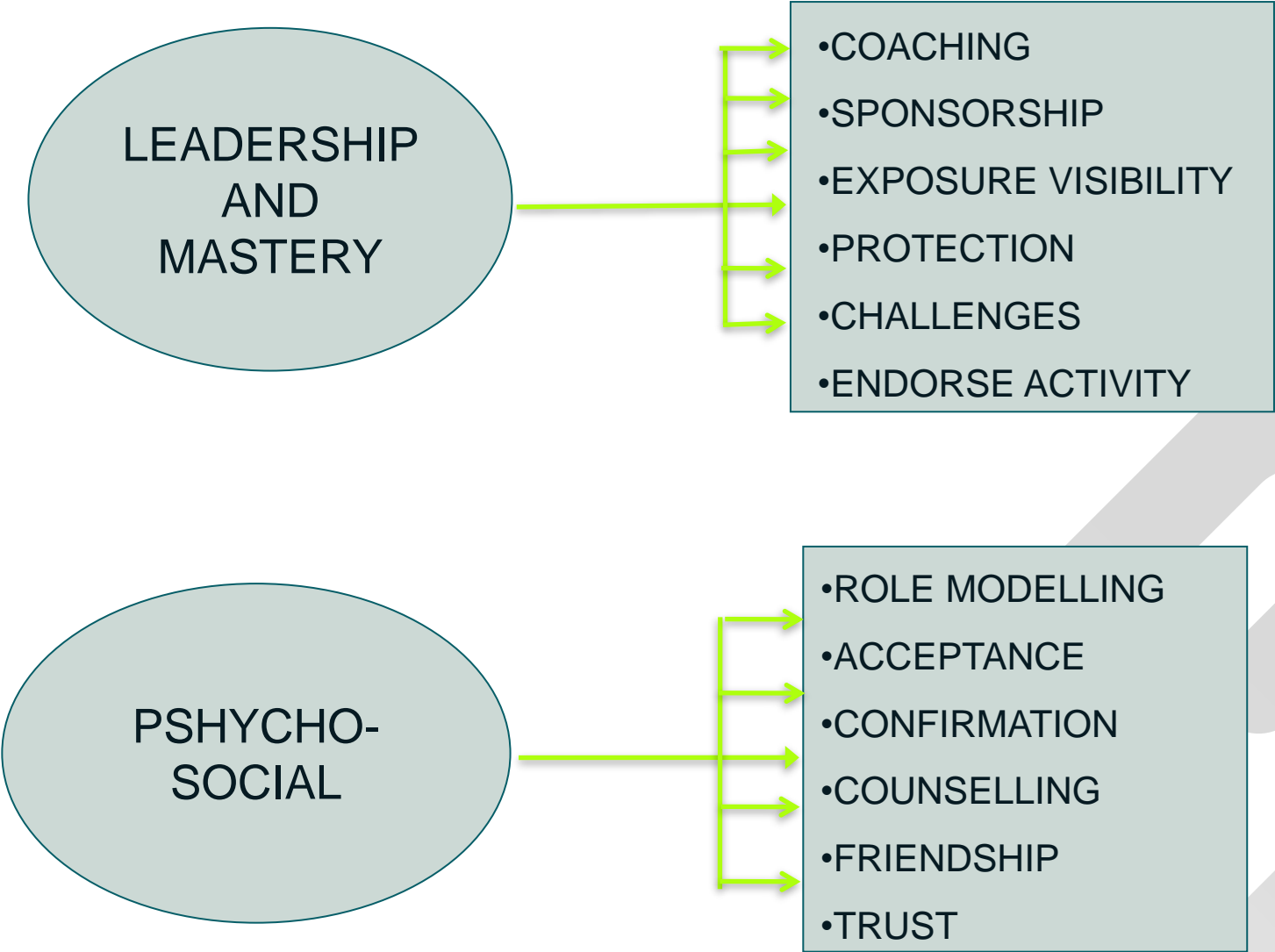
## 2.3. How Now?

- Rethink: Methodology and Tools



Mentorship  
and the  
Workspace

# 2.1 The Mentorship program: The nature of dyadic relationship



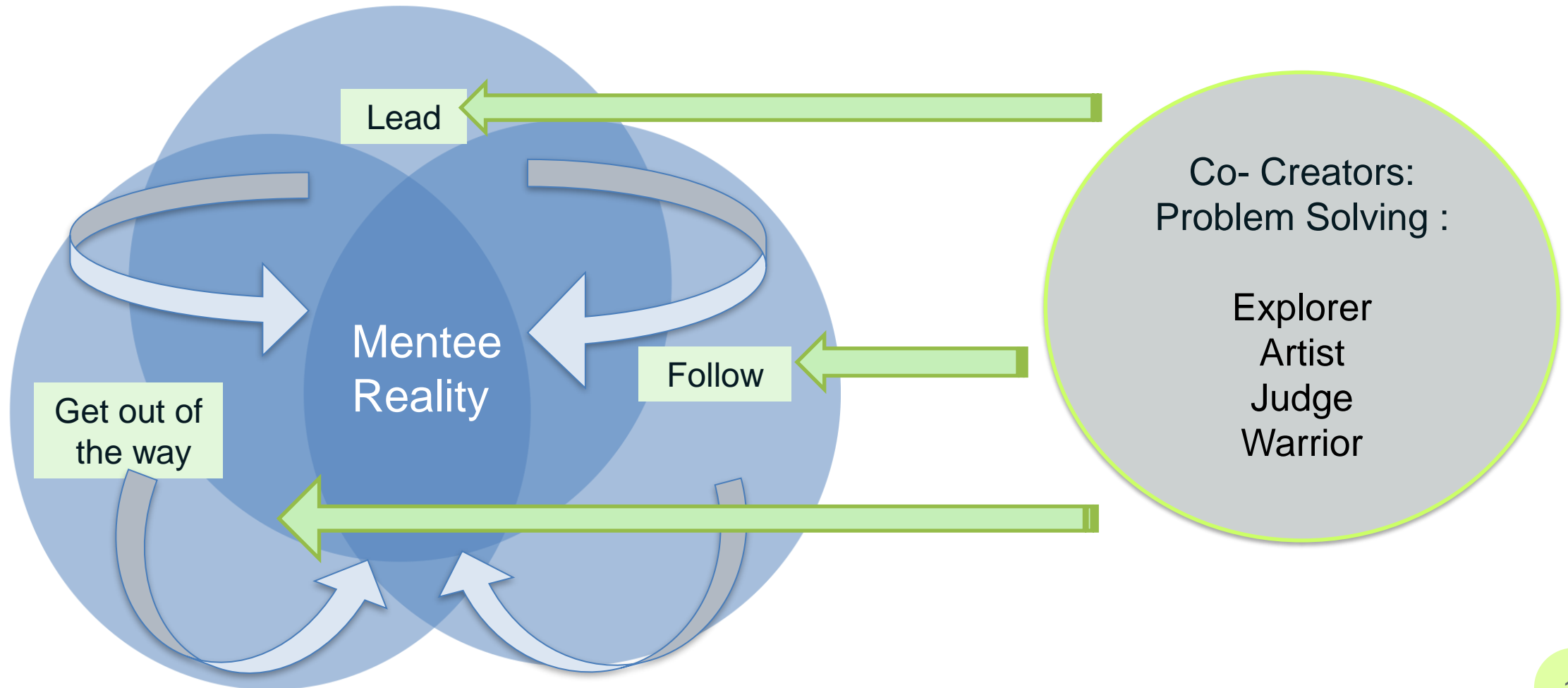
## 2.2 Expected outcomes: Employee Citizenship

- Leader-Member Exchange (LMX)
- Perceived Organizational Support (POS)
- Meaning and Connectedness
- Job autonomy- Self determination (SDT)
- Work-life Balance
- Person-fit and Adaptability
- Self-Efficacy

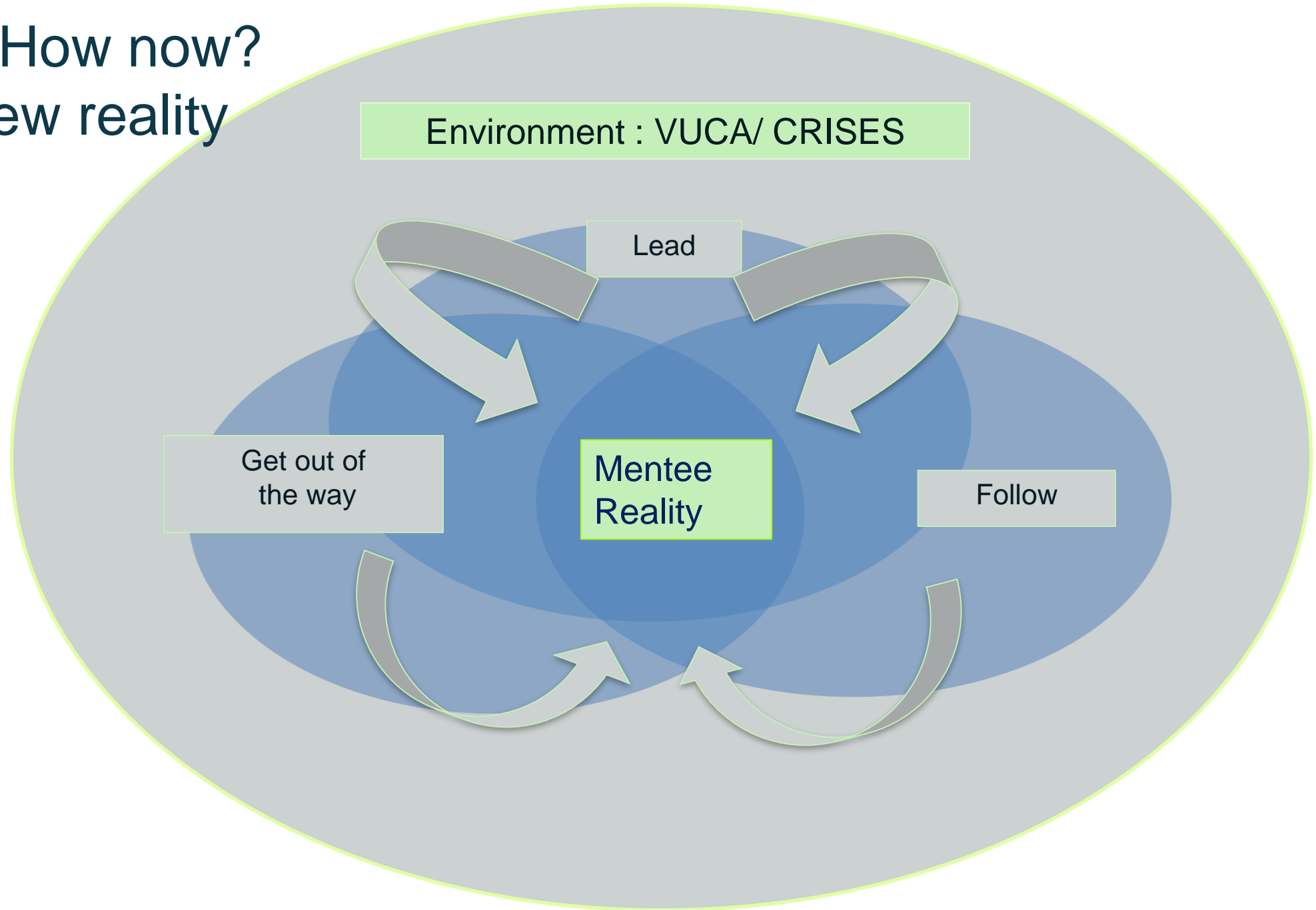


Corporate memory, Corporate capacity, Corporate response-ability

## 2.3 How Now? Mentor Involvement



## 2.3 How now? A new reality



## 2.3 How Now? Meta-cognition through questions

### **Contextualisation**

Sifting process: What is true for me?  
Valuable, relevant, irrelevant

### **Courage**

Pursuit of a meaningful future  
Facing: the past, fears, adversity, rejection

### **Ethical decision-making**

Reset of own moral compass based  
on righteousness

### **Agility**

Astute, bold, actioning  
Valor: great courage in battle

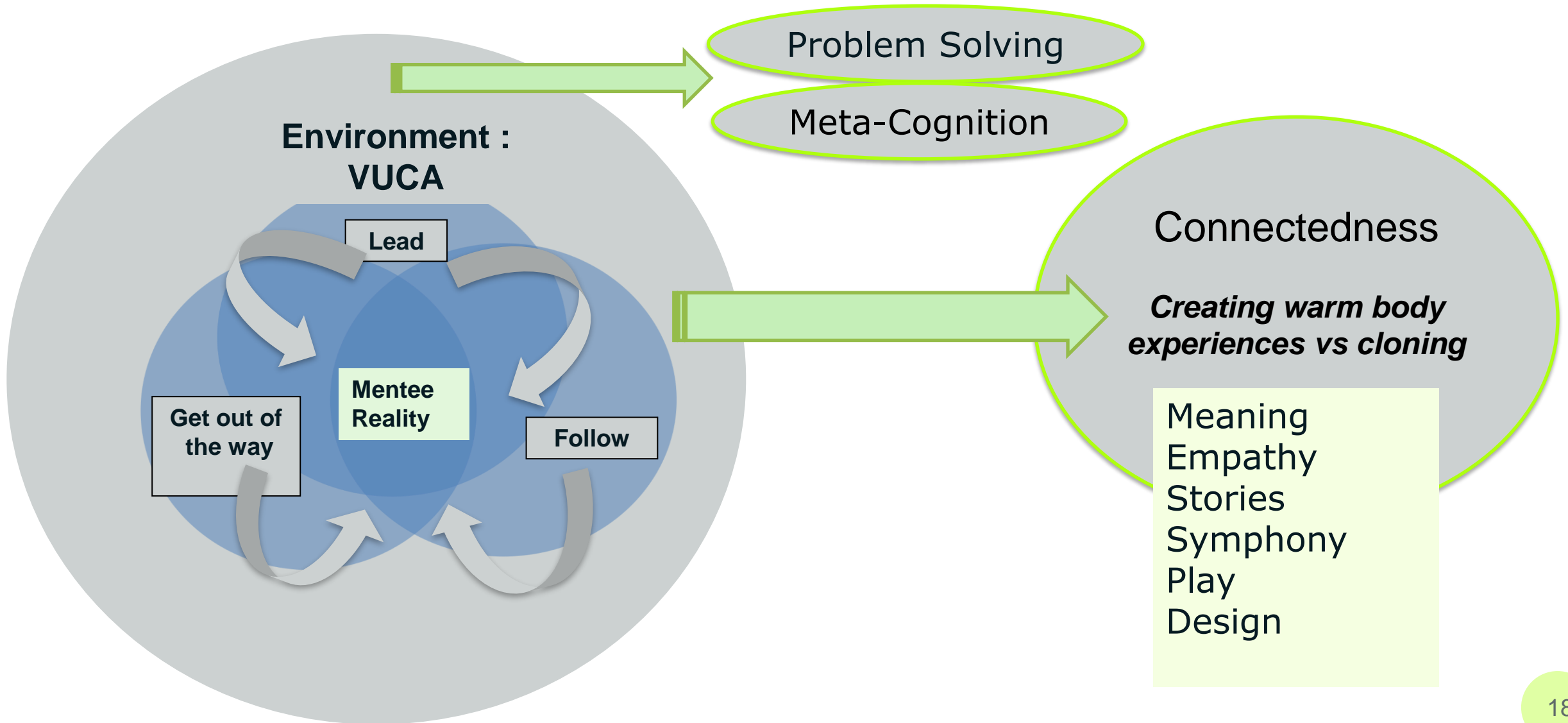


Mentorship  
and the  
Workspace

.....We are standing on the  
shoulders of giants



## 2.2. How now ? Mentor Involvement in a changing reality



*The greatest good  
you can do for  
another is not just to  
share your riches but  
to reveal to him his  
own.*

Benjamin Disraeli





# International Mentorship

What is happening in your  
respective space?

- Shirley Peddy: Lead, Follow, Get out of the way
- Roger van Oech: A kick in the seat of the pants
- Martin Sanders: The power of mentoring
- Florence Stone: Coaching, counselling and mentoring
- Chris Barlett: Unspoken mentorship
- Andy Stanley: Next generation leader
- Daniel Pink: A whole new mind



## Resources

# Thanks!

Now. . .Let's start a tribe

Benita and Hester