



Mentor Ship

Question 1. Answer in not more than 15 words:

- (i) Who is a 'Mentor'?
- (ii) Define the term 'Business Mentor'.
- (iii) Give one difference between Group Mentoring and Peer Mentoring.

Answer:

- (i) A mentor is an experienced person, trusted guide, an advisor, wise and intellectual person who provides information, support, and encouragement, uses the mind creatively especially to another person, in their board for day-to-day issues encountered on the job and alternative perspectives on issues in terms of both problem identification and problem solving.
- (ii) Business refers to an established person who is capable and willing to offer invaluable advice, support and guidance to a new entrepreneur is referred as Business mentor.
- (iii) Group Mentoring/Peer Mentoring: This requires a mentor to work with 4-6 mentees at one time. Mentoring relations, formally or informally with colleagues.

Question 2. Answer in not more than 50 words:

- (i) What is informal mentoring?
- (ii) Enumerate the role played by the mentor.

Answer:

- (i) (a) There is no mentoring agreement.
- (b) Goals of the relationship are not specified.
- (c) Outcomes are not measured.
- (d) Mentor and mentee self-select on the basis of personal chemistry.
- (ii) (a) Help in diagnosing in order to define and understand the current situations in , ' the enterprise.
- (b) Help a mentee to assess his/her areas of shortcomings and strengths, giving critical , feedback to him in key areas.
- (c) Provide assistance in finding the necessary information.
- (d) Provide assistance in preparation of documentation for the enterprise and enterprise support programmes.
- (e) Provides guidance and support in preparation and implementation of development activities/plans/projects, in order to achieve the best possible business results.
- (f) Helps in identification, procurement and utilization of resources required for the proposed venture.
- (g) Provides assistance in finding business partners.
- (h) Provides consultation, and helps in coordinating activities aimed at accessing funds, new technologies, etc.
- (i) Introduce the mentee to relevant consultants, trainers, suppliers, lawyers, accountants, etc. for that will help him boost confidence.
- (l) As the mentor has the experience of witnessing 'highs' and 'lows' daring his venture starting, he/she can be a great source of introducing mentee to threats, can risks of market. -
- (k) Helps the mentee in learning, specific skills, knowledge, unspoken rules critical for success of business. Mentoring benefits the enterprise, mentors and mentees.

Question 3. Answer in not more than 75 words:

- (i) What benefits do mentors gain from their function?

(ii) Explain the concept of mentoring. Give two examples to support your answer.

Answer:

(i) Mentors enjoy many benefits:

(a) Gains insights from the mentee's background and history that can be used in the mentor's professional and personal development.

(b) Gains satisfaction in sharing expertise with others.

(c) Re-energizes the mentor's career.

(d) Gains an ally in promoting the organization's well-being.

(e) Learns more about other areas within the organization.

(ii) Mentoring is about a person helping another to achieve something beneficial.

He is a faithful, wise advisor, creates an informal environment, in which the other person feels encouraged to discuss their needs and circumstances openly and in confidence.

Mentoring is a powerful personal development and empowerment tool.

His help and support are in a non-threatening manner, so that the recipient appreciates and give values to him.

It involves to support and encourage people to manage their own learning in order that may maximize their potential develop their skills, improve performance and become the person they want to do.

Examples:

1. Family members, experienced friends or your career advisor giving out advice.

2. Well established person who is capable and willing to offer invaluable advice, support and guidance to a new entrepreneur.

3. Teacher teaches students.

4. Group of promoters advising and new entrepreneurs.

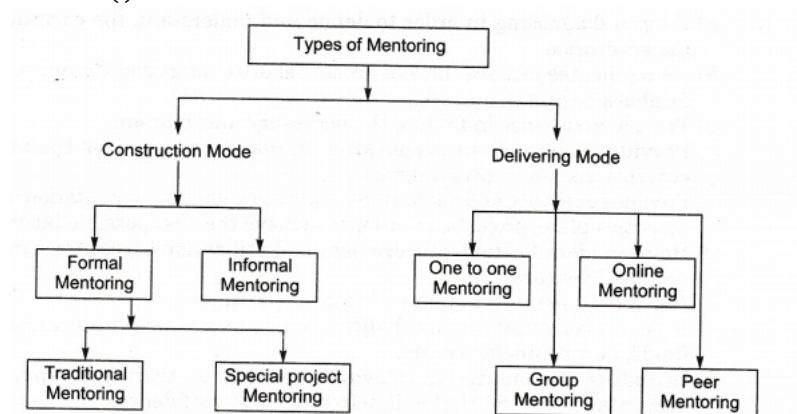
5. Coaching is also one of the transactional situation.

Question 4. Answer in not more than 150 words:

(i) Briefly state the different types of mentoring.

(ii) "Not only the entrepreneur but also the entire organization benefits from Mentoring". Explain?

Answer: (i)



Types:

Generally, a mentor does not get involved in the daily activities of the business. But they will stay in contact with the new business owner, and make themselves available when questions arise.

At the start, the person being mentored may need more frequent meetings but as the mentee grows confident, they will need fewer contacts with the mentor. It is for the mentee to select the type of mentoring required.

Mentoring thus may be classified on two grounds:

(a) Mode of construction (in which way mentorship is structured)

(b) Mode of delivering (in which manner mentorship is rendered).

Informal:

- Goals of the relationship are not specified

- Outcomes are not measured
- Mentor and mentee self-select on the basis of personal chemistry.

Formal:

- Mentor and mentee are paired based on compatibility
- Goals are established from the beginning by the organization
- Outcomes are measured.

Delivering Mode

- One-on-one: This mentoring matches one mentor with one mentee.
- Group Mentoring: This requires a mentor to work with 4-6 mentees at one time. Online Mentoring: Mentoring relations through computerized programmes.
- Peer Mentoring: Mentoring relations, formally or informally with colleagues.

(ii) Mentoring in itself benefits the organisation through:

- Enhancing strategic business initiatives.
- Encouraging retention.
- Reducing turnover costs.
- Improving productivity and production.
- Breaking down the “silo” mentality by senior employees and in between employers and employees.
- Elevating knowledge transfer from just getting information and to retaining the practical experience and wisdom gained from long-term employees.
- Enhancing professional development.
- Linking employees with valuable knowledge and information to other employees in need of such information.
- Using own employees, instead of outside consultants, as internal experts for professional.
- Development and encouraging them.
- Supporting the creation of a multicultural workforce by creating relationships among diverse employees and allowing equal access to mentoring.
- Creating a mentoring culture, which continuously promotes individual employee growth and development.

Question 5. Answer in not more than 250 words:

(i) Discuss the role and importance of mentoring.

(ii) Explain mentoring. What are the characteristics?

Answer:

(i) For giving a strong foothold to the venture and ensuring its growth, the role of the mentor is very wide, crucial and significant. This long-term guidance support, enabling someone who is less experienced to develop and grow in their chosen role can be summarized as follows:

- (a) Help in diagnosing in order to define and understand the current situations in the enterprise.
- (b) Help a mentee to assess his/her areas of shortcomings and strengths, giving critical feedback to him in key areas.
- (c) Provide assistance in finding the necessary information.
- (d) Provide assistance in preparation of documentation for the enterprise and enterprise support programmes.
- (e) Provides guidance and support in preparation and implementation of development activities/plans/projects, in order to achieve the best possible business results.
- (f) Helps in identification, procurement and utilization of resources required for the proposed venture.
- (g) Provides assistance in finding business partners.
- (h) Provides consultation, and help in coordinating activities aimed

at accessing funds, new technologies, etc.

(i) Introduce the mentee to relevant consultants, trainers, suppliers, lawyers, accountants etc. for that will help him boost confidence.

(j) As the mentor has the experience of witnessing “highs” and ‘lows’ during his venture starting, he/she can be a great source of introducing mentee to threats, risks of market.

(k) Helps mentee in learning, specific skills, knowledge, unspoken rules critical for success of business.

(ii) Mentoring is about a person helping another to achieve something. As a faithful and wise advisor he creates an informal environment, in which the other person feels encouraged to discuss their needs and circumstances openly and in confidence.

It is a powerful personal development and empowerment tool.

He/she is always providing help and support in a non-threatening way, in a manner that the recipient appreciates and values is mentoring. It involves to support and encourage people to manage their own learning in order that may maximize their potential, develop their skills, improve performance and become the person they want to do.

It is the process through which someone who is perceived as a facilitator, listener, coalition builder, trustworthy, creates a safe learning environment, without making the mentee worry about negative consequences.

These are the following characteristics of mentoring:

1. Takes place outside a line manager-employee relationship, at the mutual consent of a mentor and the person being mentored.
2. It always focuses on professional development and sometimes may go beyond the extent like outside a mentee’s area of work.
3. It is always considered as a personal relationship. As a mentor he provides both professional and personal support.
4. Relationship may be initiated by a mentor through a match initiated by the organization.
5. Relationship crosses job boundaries.
6. Relationship may last for a specific period like short period of time (nine months to a year) in a formal program, at which point the pair may continue in an informal mentoring relationship.
7. It is really about developing a person’s character and ability to grow. Coaching is more for the immediate future.
8. The relationship itself, which determines if the mentoring will be successful. Trust, rapport and caring are important in coaching but the relationship dynamic is not the same.
9. Mentoring is a gift, and usually the person will pay it back by mentoring someone else. This is what helps mentoring grow exponentially throughout society. Coaching is a more transactional situation.

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