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Coaching and mentoring are development techniques based on the use of one-to-one discussions to enhance an individual's skills, knowledge or work performance. It is possible to draw distinctions between coaching and mentoring (as discussed below) although in practice the two terms are often used interchangeably.

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Mentorship White Paper - aaea.org

Mentoring Term Paper: Mentoring is one of the methods of training and development of employees by the more experienced and well-trained one. The process of mentoring is supposed to be very effective, because it is based on the natural social relations when the mature person shares her knowledge and experience with the younger amateur.

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For myself, a prominent mentor was my high school Chemistry and Physics teacher, Mr. Robert Hage. I admired my Chemistry teacher not for his thinning white hair, or for that matter any of his looks, other than his always cheerful smile. I instead looked up to him as a mentor due to his unique personality, and his vast intelligence.

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The purpose of this paper is to describe general lessons learned about implementing mentoring programs, the challenges in measuring the effectiveness of mentoring programs as well as other retention programs, and research questions about mentoring that need to be addressed. General Lessons Learned 1.

Mentoring: Lessons Learned and Research Questions

The study of mentoring has generally been conducted within disciplinary silos with a specific type of

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