



Internal Mentoring

One of my Coaching clients was hired in a newly created role by a national company, who were fully aware that she had inadequate experience in the role.

My client has struggled in this position due to the lack of guidance within the company

Her line manager avoids her

She continues to fantasize of having ONE KNOWLEDGEABLE GUIDE OR MENTOR within the physical parameters of the company

My personal experience

Some of Our 4,500 Global Business Advisors have previously held CEO or Senior Executive roles in some of the best known national or international companies.

Each new Associate as a member chooses to run their own independent business and within the first 3 months are appointed a Mentor to guide them through what is often unfamiliar territory.

The thoughts that would often occupy their minds

“I have managed to run a very successful multi million \$ company with thousands of staff and now need to learn to set up and manage my own SME for the first time”.

Can you imagine the range of emotions that any human being experiences in such a massive upheaval in an integral part of their lives – WORK?

So why Mentor?

Provision of Mentoring –internal company guidance - for either a new staff member or within a newly promoted role- has immense benefits for both the guide and the guided.

- 1. Mentors guide Mentees with their intimate organizational work culture knowledge, which can increase confidence in the Mentee’s role, productivity, efficiency and minimize costly company errors*

When promoted, men believe they will learn in the role, women often hesitate to accept the position and prefer developmental training for the position

- 2. Internal Mentors may be an immediate boss or even more valuable, a senior adviser outside the line management relationship which can provide beneficial internal objectivity*
- 3 Mentors will have a depth of corporate experience and access to internal resources which can help the Mentee travel a straight line career path from A to Z*
- 3. An interesting phenomenon is REVERSE MENTORING where younger personnel Mentor Senior Executives in either specific skills that they possess such as Guerrilla Marketing, or to break down generation communication barriers*

The benefits that I receive as a Mentor to the new Business Advisers in the Association:

4. *A fresh perspective of the role from the eyes of a newcomer. This is such a valuable resource for any company – to see the entrenched culture from someone new*
5. *Altruism – where I help someone in need and feel that warm inner glow*
6. *The immense benefits of being exposed to the Mentee’s knowledge and skill set*
7. *Continually learning and developing my approach via their input*
8. *I love telling people what to do!*

COMBINED INTERNAL MENTORING & EXTERNAL COACHING

The absolutely ideal scenario for any new or promoted personnel, Executive or CEO is to receive both internal Mentoring by any of the methods above or to combine both Internal Mentoring and External Coaching. This is “The Royal Road to Career Advancement”.

Coaching provides

- *Non political objectivity*
- *Confidentiality*
- *No risk sounding board*
- *Exposure to expanded approaches*
- *Breadth of experience*
- *Someone who is focused on your wellbeing, development and ultimate success.*
- *Support*

Take a risk, ask your company to provide you with the benefits of internal culture knowledge that a Mentor provides and the breath of fresh air that an External Coach brings into your life

