

Mentoring

Neil Maxfield – Woodside Energy Ltd

“Mentoring is a learning partnership that gives people the opportunity to share their professional and personal knowledge, skills and experiences. It is based on openness, trust, respect, confidentiality and a willingness to learn and share. It encourages self directed reflection and analysis.”

"Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be."

Eric Parsloe, The Oxford School of Coaching & Mentoring

Benefits

- Increases Networking Opportunities
- Accelerates Development
- Increases Job Satisfaction & Effectiveness
- Receive regular feed back
- Identify alternate career paths
- Receive career guidance
- Increase self-esteem and confidence when dealing with senior leaders
- Increases perspective and knowledge of different areas of the business

Creating a Mentoring relationship

- Finding a Mentor
 - Do your homework – identify multiple possibilities based on your assessed needs and benefits assessment
 - Do think about your strategy for engagement
 - Sometimes the direct approach is not always best
 - Do accept rejection graciously
 - Do the planning to make it easier for your prospective Mentor to say yes

Role of the Mentee?

- **Drive the relationship!**
- Shape the overall agenda for the relationship - know what you want
- Understand your current development gaps
- Identify professional development goals, priorities, and career interests
- Establish realistic and attainable expectations
- Establish priority issues for action or support
- Don't expect your mentor to be an expert in every facet of business
- Don't expect one mentor to address all your development aspirations
- Solicit feedback from your mentor
- Come prepared to each meeting to discuss issues

Role of the Mentor?

- Lead mentee through problem solving processes
 - Help mentee identify problems and solutions
- Provide guidance based on past business experiences
- Offer constructive criticism in a supportive way
- Share stories - including mistakes
- Come prepared to each meeting
- Help Mentee identify career obstacles & actions to overcome them

The Relationship

- Understand the different phases of the relationship lifecycle
- Establish expectations of the length of the relationship up front e.g agree an end point for the relationship or time to review effectiveness of the relationship
- The relationship may begin to draw apart. At this stage, step back & discuss the next steps eg/ some form of interaction, but on a casual basis
- A mismatch may occur for a number of different reasons
 - It's not a reflection on either party – no fault
 - Don't give up!
 - Work with your organisations formal support network to try again

Critical Success Factors

- Time and energy
- Clear understanding of the role of mentor and mentee
- Clear understanding of expectations of the relationship
- Mutual respect & trust – maintaining confidentiality
- Open and honest communication
- Know when & how to end the relationship

Are you up for the Challenge?

- Have you taken responsibility to manage your career development?
- Are you open to feedback?
- Do you have a desire to share and learn?