



## Mentoring

By making available a mentor who has already qualified against the appropriate standards to work with an individual and act as a role model, the pace at which an individual develops can be increased. By arranging vocational training in mentoring and developing a mentoring programme, the quality of support for the inexperienced can be increased.

### Issues

- Lack of suitable role models
- No one to consult on professional matters
- Individuals develop slowly
- Individuals unable to fulfil their potential

### Benefits

- Development is more systematic
- Individuals develop more fully and more quickly

## The product in action - a case study

### The Client

An international chemical company.

### The Need

The company wanted individuals that were recruited into the organisation to develop professionally as quickly as possible. It recognised that there were certain aspects of the long-term development of individuals that were better dealt with outside of the line management system and wished to develop the concept of mentoring to provide role models and guidance to the aspiring professionals. The concept was to be developed within a Professional Development Scheme, which incorporated a standard towards which the individuals were developed.

### What we did

Eric Thompson worked as part of a team to identify suitable professional individuals who had sufficient professional standing to act as a role model and a willingness to contribute to the development other people. The mentor role (seen as a small part of an individual's role) was formally developed and the duties defined. A scheme was developed to allocate mentors to mentees and to receive reports on progress. Arrangements were also developed to facilitate this network.

**Consultant(s):** Eric Thompson

### How the client benefited

Individuals who joined the organisation were able to establish relationships with senior professionals of their own discipline who helped them to develop over a significant period of time and increased the pace at which the individuals themselves developed into fully contributing professionals.

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