

**P'doiing**  
Inspiring Imagination



**afm** association  
of financial  
mutuals

Welcome

# An Overview of Mentoring

---

Martyn Roberts

# Martyn Roberts

**P'doiing**  
Inspiring Imagination



# AGENDA

- What is mentoring and how does it differ from coaching
- Business Benefits of Mentoring
- Expectations and Role of a Mentor
- Facilitating conversations

# What is Mentoring?



# What is Mentoring?

Mentoring involves a more experienced person using their greater knowledge and understanding of the work, or of the workplace, to **support the development** of a less experienced employee.

**An inexperienced person 'learns the ropes' from an experienced colleague.**





**Make  
Mentoring  
Count**

# Business Benefits of Mentoring

# Business Benefits of Mentoring (Part 1)

89% of those who have been mentored will go on to mentor others

79% of millennials see mentoring as crucial to their career success

84% of Fortune 500 companies have mentoring programmes

94% of employees said they would stay at a company longer if they were offered opportunities to learn & grow



# Business Benefits of Mentoring (Part 2)

67% of businesses reported an increase in productivity due to mentoring

55% of businesses felt that mentoring has a positive impact on their profits

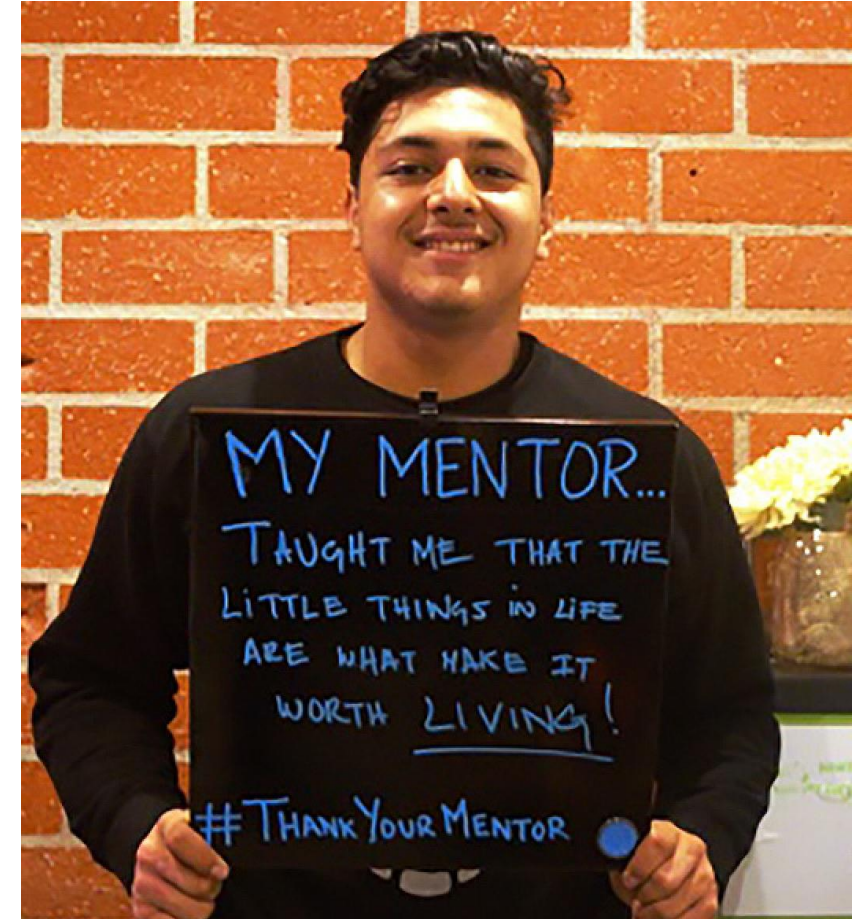
87% of mentors and mentees feel empowered by their mentoring relationships and have developed greater confidence

# Expectations & Role of a Mentor

**BUSINESS  
MENTOR**

# Expectations & Role of a Mentor

- Listen
- Guide
- Support
- Facilitate
- Encourage
- Develop
- Promote
- Approachable
- Non-judgemental
- Knowledgeable
- Empathetic
- Easy to talk to
- Genuine
- Honest



# Facilitating Conversations



# Facilitating Conversations

- Initial chemistry meeting
- Confidentiality
- Record keeping
- Clarifying goals
- Develop
- Promote



# Mentoring Agreements



# Mentoring Agreements

- Frequency of meetings
- Location of meetings
- Duration of meetings
- Ground rules within meetings
- Expectations of mentor
- Expectations from mentor or mentee
- Confidentiality



# Questions

