



## An Introduction to Mentoring

### The Concept of Mentoring

The history of mentor is found in Homer's Odyssey. Odysseus, King of Ithaca entrusted the care of his household and his son to Mentor while he went to fight in the Trojan War.

*The word mentor came to mean trusted advisor, friend, teacher & wise person.*

Today, mentoring is recognised as an effective method of enhancing the development of people largely because it enhances one of the challenges of formal teaching methods – the transferral of knowledge and skills from the training/workshop to the workplace.

### Defining Mentoring

*'It is a relationship rather than an activity.'*

Audrey Wilin, Mentoring Industrial and Commercial Training, March/April 1988.

Mentoring is striking a balance between over-guidance and unhealthy dependence. It is essentially about accelerating the pace of learning. It is a key attribute of effective leadership. It focuses developing people and releasing talent.

### Models of Mentoring

#### 1. Protégé Model

Based on senior-junior relationships and common in the US, France, Japan

#### 2. Mutual Learning Model

In this approach, the mentor is selected for the degree of experience in a relevant area to the mentee(s). Neither age nor seniority are key criteria for selection.

Emphasis is on self-managed learning and mutual learning rather than sponsorship.

**The Mutual Learning Model is the EquiLearn Approach.**

*For Equilearn, mentoring is about giving people broader perspectives and more to consider as they make their own choices and pathways.*

### Equilearn's Mentoring Package

1. We will design a Mentoring Programme that is fit-for-purpose for your business, plus, train and develop your internal mentors
2. We offer a briefing and development workshop for mentors on mentoring attributes and skills; on-going coaching is also an option
3. We will match mentors and mentees, plus, manage the process if requested

**Let us know your specific needs by calling: 02 027 736 7878; email: [info@equilearn.org](mailto:info@equilearn.org)**