

Benefits of Mentoring



Intention to stay

‘What happens if we invest in our people and they leave?’ ‘Yes, but what happens if we don’t invest in our people and they stay?’ Mentoring is a way for companies to augment and complement other learning and development interventions. The greatest benefit is enabling your people to explore how best to apply what they know and have learnt, to solve problems at work.

Job performance

Building organisational capability has to start with your people and mentoring has a role to play in building the levels of self-esteem and confidence of your people. Added dimensions are when companies can exchange resources amongst each other – to develop each other and their individuals, to make their jobs richer and more varied and achieve higher performance.

Job Satisfaction

Through having purposeful conversations people can gain perspective, take the opportunity to reflect, and think about themselves and others differently. The need for psychological safety when people explore their vulnerabilities is key. Access beyond the boundaries of your job and company can provide a different perspective and source of support.

Career satisfaction

Gaining vocational insight and exploring areas of technical expertise are of great value, but the benefit that can be gained from extending professional networks can re-distribute skills, knowledge, experience and value across sectors and professions and places humanity at the heart of being a good corporate citizen.

Loyalty & Support

Trust is absolutely key for individuals and their companies, and trust creates loyalty. Through mentoring you can create stronger engagement and increase the stability of your people. Mentoring provides that support and belief that the company cares for people and will look after them. This in turn increases the energy levels and productivity of people and makes the companies who invest in their people even stronger than before and stronger than their competitors.