

Top 5 benefits of Mentoring

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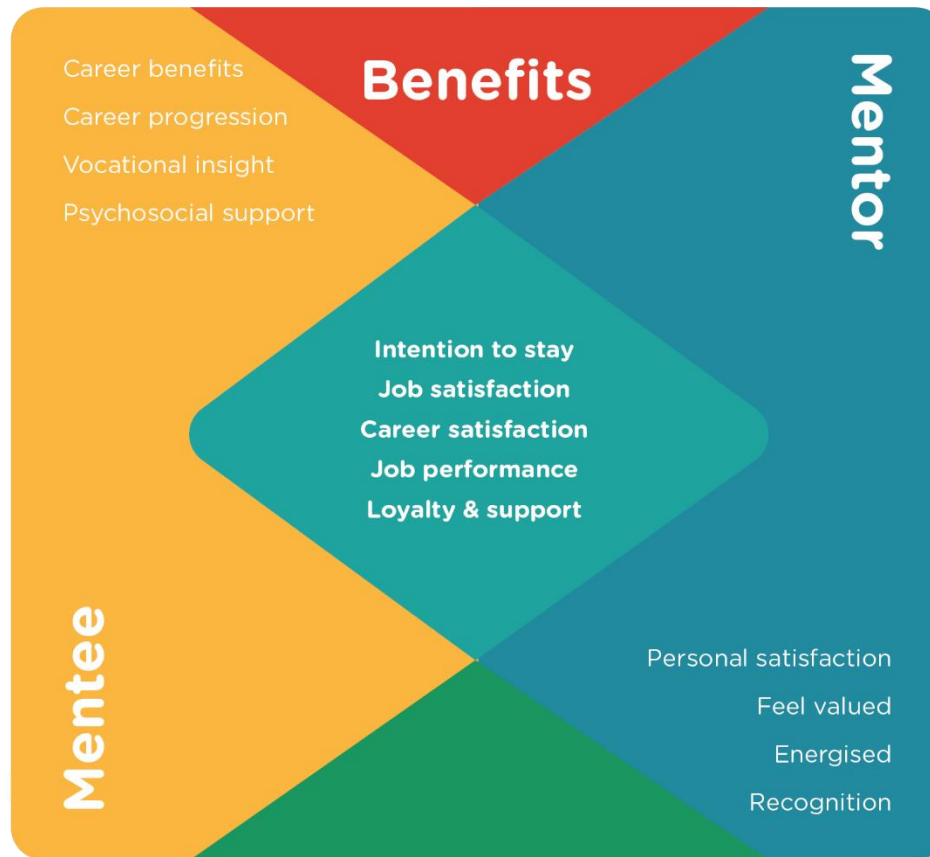
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Top 5 benefits of Mentoring

The benefits of mentoring are for the mentor as well as the mentee but have you also considered how companies benefit from mentoring? Here are our Top 5 Benefits of Mentoring:



The global, virtual mentor programme that connects professionals from across all sectors and professions. Share knowledge, ideas and develop professionally.

Top 5 benefits of Mentoring



1. Intention to stay
2. Job satisfaction
3. career satisfaction
4. Job performance
5. Loyalty & support

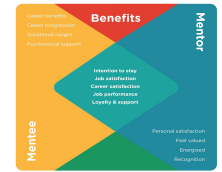
1. Intention to stay

When we spoke with our founding companies they were very clear in stating that they want their people to be able to ‘learn without leaving’ their company. Mentoring is often associated with career development and as such with people who wish to leave to experience something else. Mentoring doesn’t have to be perceived that way and connecting with a mentor from another company, profession or sector can signal a strong desire to stay and be as productive as possible within the company in which they work. Companies who invest in their people through providing opportunities to mentor, coach and network are more likely to retain their people. As the old saying goes, ‘what happens when we invest in our people and they leave? Yes, but what happens if we don’t invest in our people and they stay?’

2. Job Satisfaction

Personal satisfaction in sharing knowledge and ideas that can benefit individuals both now and in the future is hugely rewarding especially for mentors. It is however through ‘conversations with a purpose’, that people can gain perspective, take the opportunity to reflect, and think about themselves and others differently. It is true that one person can make a lasting difference to another and that even a few words can last a lifetime. It is this people-first approach that adds value to mentoring and provides social closeness at a time of physical distancing

Top 5 benefits of Mentoring



3. Career satisfaction

Does a professional only need guidance and advice on their career from another member of the same profession? Clearly in areas of technical expertise this may be true but the benefit that can be gained from other people from across company, profession and sector boundaries has never been fully explored and exploited. This extending of professional networks with a clear purpose is the way we can build back better as professionals and as a society. The re-distribution of skills, knowledge, experience and value across sectors places humanity at the heart of being a good corporate citizen

4. Job performance

Building organisational capability has to start with your people and whether it is through connecting C-suite or front-line individuals with the goal of managing people and tasks better, building confidence and resilience, and just being 'better operators', mentoring has a role to play. 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

5. 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. Making yourself vulnerable is one of the hardest things Managers and Leaders can do but is it not the same for all workers? 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

We will be sharing more mentoring hints and tips in future but please feel free to contact us in the meantime and visit our brochure website: <https://xsectormentor.com/>

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