



RSWM Limited

an LNJ Bhilwara Group Company



PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL



EMPOWERMENT & EXCELLENCE THROUGH MENTORING



DICTIONARY MEANING

•Meaning of Mentor

An experienced person in an organisation or institution who trains and advises new employees or student.

•Objective:

There is no virtue equal to Shiksha Dan developing a person and making him independent in skill, attitude, through and feeling is vital.

The aim of the programme is to highlight the contribution of mentoring in helping the Mentees to learn and sharper their professional skills for achieving excellence in every facet of life.



WHAT IS MENTORING?

- A Useful short definition of mentoring is a “Trusted Colleague”

A mentor can be seen as a

- Father figure
- Significant person
- Counselor
- Friend
- Philosopher and Guide
- A Teacher
- Adviser and Expert for rehabilitating a new entrant to the organisation.

The Mentoring process offers great challenges, rewards and opportunities to person interested in helping their younger colleagues.

THE POWERFUL BOND OF MENTOR-MENTEE RELATIONSHIP

Mentor

Lord Krisna
Chanakya
Ramakrishaa Paramhansa
Gandhi
Nehru
JRD TATA
GD Birla
A.O. Hume
Socrates
Aristotle
Martina Navaratilova

Mentee

Arjuna
Chandragupta
Swami Vivekanand
Nehru
Lal Bahadur Shastri
Ratan TATA
Aditya Birla
Sri Surendranath Banerjee
Aristotle
Alexander
Leander Pace

ROLE OF MENTOR

Mentor Play different role by helping the mentees to sharpen their skills for achieving a competitive edge.

Mentor As a

- Helping Agent
- Special Helper
- Change Agent
- Active Listener
- Mentoring for Self Development
- Mentoring As A Change Agent
- Mentoring As An Architect of Positive Self-Image
- Mentoring As An Active Listener



BENEFITS OF MENTORING

Sr#	To Mentee	To Mentor	To The Organisation
1	Improves self-confidence	Improves job satisfaction.	Increase productivity and efficiency.
2	Gains a sense of self performance & Importance	Increases peer recognition.	Improves staff morale.
3	Learns to cope with the formal & informal structure of the organisation.	Leadership development.	Induces greater career satisfaction.
4	Gets carrer advice and advancement.	Increases sense of parental pride	Reduces wastages and increases turnover.
5	Cultivates increased sense of commitment and loyalty to the organisation.	Rejuvenates and gains a sense of purpose.	Enhances motivation level of the work force.
6	Develop leadership qualities.		Establishes a stable and value based culture.
7			Improves communication.
8			Generates team spirits, co-operation and sense of belongingness.

HOW TO SELECT A MENTOR ?

- **Effectiveness** - The Mentor must have a reputation of an efficient and effective manager. This would definitely help to ensure the Mentee's respect and confidence.
- **Responsiveness** - This is a vital attribute. Mentor must have the ability to respond to individual circumstances and work out various strategies understanding the Mentee's point of view and his specific requirement at each stage.
- **Accessibility** - Accessibility and availability are the essence of love and compassion. The Mentee will feel motivated, if he can meet his Mentor at the time of his need. The Mentor's willingness to invest time at the crucial moment and being available totally for the Mentees will go a long way in building a Mentor-Mentee relationship.



HOW TO SELECT A MENTOR ?

- **Attitude for Development** - A Mentor has to be a developer of people - their potential and capabilities. He should pose questions instead of giving solutions. He should suggest rather than conclude and, therefore, he subtly teaches the Mentee rather than mechanically preaches.
- **High Level of Commitment** - No Mentor can be successful, if he is not committed person towards organizational goals and objectives. He is very keen that qualitative managerial personnel will be an asset to the organizational effectiveness. This makes him committed to the Mentoring Process.