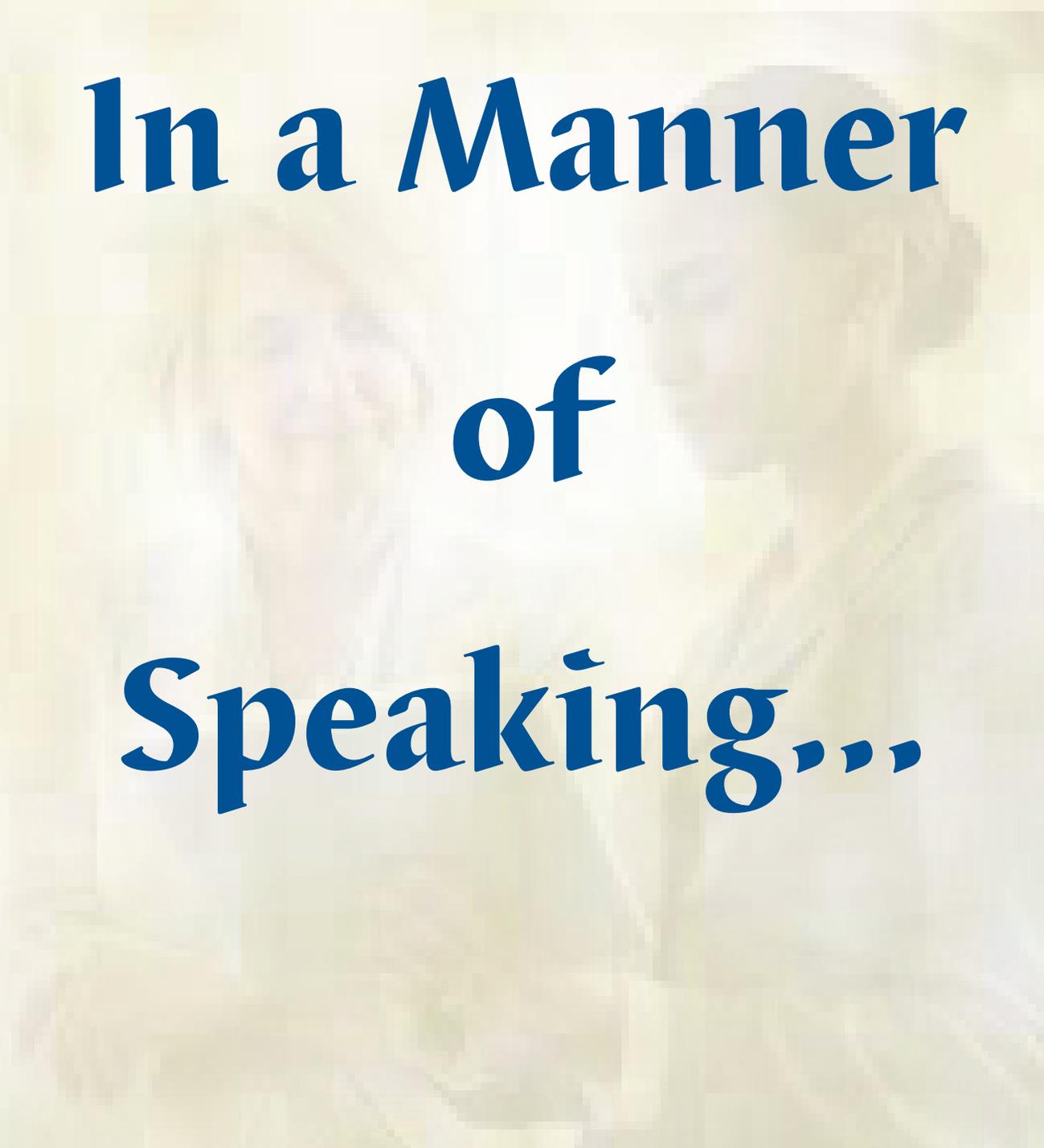


INTERNATIONAL TRAINING IN COMMUNICATION



In a Manner of Speaking...

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Mentoring



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In a Manner of Speaking

MENTORING

How often have you heard someone speaking fondly about a particular person who helped them understand their next assignment, or describing to them how to handle a committee task or even explaining the structure of the organization?

When a person takes the time to help someone to improve or perform and to develop their skills, it is usually the start of a lasting relationship. The relationship between a mentor and mentee (protégé) is very similar.

The mentor is a guide or advisor who is involved with the personal development of the mentee as he/she adventures into unfamiliar territory. It is a sort of partnership for imparting knowledge, skills and values that the mentor has and the mentee needs.

It is a partnership where both parties gain. The mentee gains from the knowledge and experience of the mentor. The mentor gains from the opportunity to develop personal and leadership skills. Both parties gain. It is the experience of the mentor that generates down to contribute to the success of the mentee.

Mentoring is about ensuring that the mentee gains maximum benefit in order to grow, develop and pursue their goals. The best mentors are empathetic with a capability to build trust with their protégé. It has been seen that a mentee is more likely to take their career path into their own hands with the guidance of the mentor that opens up the various possibilities for the mentee.

Some tasks of a mentor are to:

- support and encourage their protégé
- point their protégé in the right direction in order to gain access to information that will improve their skills.
- give feedback as they progress.
- explain the advantages of networking and attending out-of-office meetings and events.
- encourage the protégé to actively seek new challenges.
- celebrate their successes.

In a nutshell: “Mentoring is to support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance and become the person they want to be.”
---from Eric Parsloe, *The Oxford School of Coaching and Mentoring*.

ITC/POWERtalk training is about developing communication and leadership skills. This is done in the friendly atmosphere of a club where confidence building for an individual is one of the primary goals. Mentoring plays an important part of the ITC/POWERtalk program.

For more information about the ITC and its POWERtalk Training program go to

www.powertalkinternational.com.

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