

## **Mentoring**

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Research highlights the role of mentoring as important for managers in an empowered organisation. Mentoring is the one to one relationship between the managers and the employee. Mentoring as an attempt to transfer experience and expertise from experienced individuals (such as the manager or supervisor) to the less experienced. Mentoring can help employees internalise the values and traditions of the organisation.

Mentoring, while having similarities to coaching, is fundamentally different. A mentor has experience in a particular field and imparts specific knowledge, acting as advisor, counsellor, guide, tutor or teacher. Both coaching and mentoring have key roles to play in introducing empowerment. The leader acting as a coach and mentor provides a strong role model for their subordinates.