

# Why Mentoring Benefits Everyone?

The mythic Greek hero Odysseus was very fond of travelling, and when he left home he asked his friend Mentor to look after his son Telemachus.

Mentor helped his protégé avoid many mistakes and thus performed his duty so well that his name later became synonymous with the modern understanding of a mentor.

Today “mentoring” is a personal developmental relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person.

Compared to training this approach is much more individualized and therefore requires more effort and time.

Typically companies and organizations use mentoring programs in order to:

- Support and encourage learning by employees and other stakeholders
- Share the knowledge accumulated within the organization
- Uncover the mentees’ full potential

## Being a Mentor

The role of the mentor is to provide effective support that will give mentees the confidence to move forward with their plans.

Therefore the main requirement for being a mentor is the extensive knowledge and experience in the designated field.

Mentoring is a relationship that goes beyond simply providing information. It is as much

about knowledge transfer as it is about objective feedback.

One of the tasks of a mentor is to get his or her observations across to the mentee in a constructive manner.

As for the benefits one can gain from mentoring, the most important one is the satisfaction from knowing that you are helping someone to achieve their goals.

It is also an affirmation of professional competence as well as an opportunity to build

leadership and management skills.

It can also be seen as an opportunity to give something back to your industry and contribute to the overall mission. Being a mentor is a chance to gain insights and different perspectives from other members of the organization. It can also be a great source of new ideas.

Taking part in a mentoring program may also be a great way to contribute to the mentor’s own Continuous Professional Development.



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## Having a Mentor

The main advantage of having a mentor is the opportunity to get an insider's take on the organization which in turn helps navigate the membership experience.

Mentoring relies entirely on open communication and gets mentees exposed to their mentors' knowledge and experience. In addition to that, mentees may gain access to mentors' professional network of contacts.

As an outcome-driven arrangement, mentoring holds both parties accountable for their performance and therefore increases self-awareness and discipline.

From a mentee, it requires working towards goals within a well-defined timeframe, which necessitates productive actions.



Aside from the above benefits, another key benefit of having a mentor is being able to learn from the mistakes of others.

## The Process

Mentoring can be either short or long term and have various types of end objectives, but essentially the process of mentoring consists of the following stages:

### The matching

It is very important for the mentee to feel com-

fortable working with his/her mentor. To reap the benefits of mentoring, mentees and mentors need to be carefully matched.

### The agreement

This is the stage where the mentee's goals and the mentor's support actions get defined – what needs to be achieved, how the mentor can help, and which forms the communication will be taking.

### The teamwork

This stage consists of regular meetings of mentor and mentee to discuss progress and obstacles in the way towards the set objectives and how to surmount them.

### The evaluation

This is when both parties assess the achievements against the goals that were set at the beginning of the relationship.

## Mentoring at PRI

At the moment, the Nadcap Supplier Support Committee has a Supplier Mentoring program that matches Suppliers who are new to Nadcap and/or those needing assistance with experienced Suppliers who want to help. Over 100 Suppliers from all over the world have benefited from the program to date.

Join the mentoring program if you have been Nadcap accredited for a number of years or have considerable knowledge of the program and you wish to share what you have learned with others.

Contact PRI at [NadcapSSC@p-r-i.org](mailto:NadcapSSC@p-r-i.org) and find out about becoming or getting a mentor.

