



PRINCIPLES OF MENTORSHIP

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OUTLINE



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DEFINITION OF A MENTOR



“ A scaffold for sharing expertise in the service of the lifelong learning that could otherwise only be attained from direct experience.”

Bickel & Rosenthal, 2011



MENTORSHIP AT UON : SIGNIFICANCE



- 1. Socio - Culture Transformation**
- 2. Professionalization**
- 3. Career Success**
- 4. Employability**
- 5. University - Outside World Connection**
- 6. Responsible Kenyan Citizen**
- 7. Global Citizenship Education**



MENTORING



- 1. Complex interactions between two individuals.**
- 2. Primary Purpose: The growth of the mentee.**
- 3. Results in the personal and professional growth of both parties.**



TYPES OF MENTORS



- * **Career Guide:** Promotes development through career guidance, counseling and visibility.
- * **Information Source :** Provides information about formal and informal expectations.
- * **Friends :** Interacts with the protégé socially and provides information about people.
- * **Intellectual Guide:** Promotes an equal relationship, collaborated on research projects and provides constructive feedback and criticism.



ESSENTIAL VERSIONS



4C'S

1. Coach
2. Connector
3. Cheers Leader
4. Challenger



QUALITIES OF A GOOD MENTOR



1. Skill, talent, knowledge, competence.
2. Respect among peers.
3. Genuine interest in others.
4. Time and energy.
5. Generosity.
6. Empathy, patience, enthusiasm. availability.
7. Integrity, high moral and ethical standards.



ROLE OF A GOOD MENTOR



- 1. Promoting professional development.**
- 2. Advising, guiding and directing the protégé.**
- 3. Providing structure and support.**
- 4. Teaching content-specific knowledge.**
- 5. Sharing information.**
- 6. Having experience.**
- 7. Promoting network.**
- 8. Offering constructive criticism and feedback.**



BENEFITS OF MENTORING FOR THE MENTOR



1. **Renews their enthusiasm for the role of expert.**
2. **Obtains a greater understanding of the barriers.**
3. **Enhances skills in coaching, counseling, modeling.**
4. **Develops a more personal style of leadership.**
5. **Demonstrates expertise and shares knowledge.**
6. **Increase generational awareness.**



POSSIBLE CHALLENGES



- 1. Personality clashes.**
- 2. Mentor in search of a clone.**
- 3. Mismatching .**
- 4. Power struggle.**
- 5. Generational tensions.**



AVODING PITFALLS



1. Prepare.
2. Select.
3. Train.
4. Own Process.
5. Correct Mindset.
6. Focus on Results.



DISTANT VIEW





END

