

Building a healthy mentoring relationship

By STAFF REPORTER

The UCT Graduate School of Business (GSB) will run a powerful mentorship programme this June to give leaders and managers the tools to become high-impact mentors.

The benefits of a mentoring environment, from an improved bottom line to informed and productive staff, have been recognised globally.

Janine Everson, director of the course, says this has led to an increased expectation that people in senior positions must play a mentoring role in the workplace. They are presumed able to provide expert advice, to guide and develop staff, and to be a role model.

However, being an effective mentor does not necessarily come naturally to people. It requires a core set of competencies and tools in order to gain the most value from a mentor/mentee relationship.

“There is an assumption that because one has been in a job for a certain amount of time, or one is older, that one can automatically be a successful mentor,” said Everson, who is also academic director of the Centre for Coaching at the UCT GSB. “But in reality, one often has to be taught how to develop this critical skill.

“Mentoring is not about simply meeting once a week for a chat – it’s an in-depth process which can have extremely positive results. These can include improved delivery of services, higher employee retention, a deepened understanding of an organisation’s culture, and better people management.”

The Art of Conversation is an intensive two-day event designed to identify and develop the core competencies essential for building a healthy mentoring environment.

Contact Dudu on 021 406 1268 or www.gsb.uct.ac.za/mentoring.

