

The Role of Mentorship in shaping tomorrow's leaders





MENTORSHIP & YOU

“Potential, my friend is one of the most wonderful words in any language. Its optimistic. Its hopeful. It hints at greatness. Its full of possibility. Its inside you. How do you develop your potential? You grow.

Growth is the only guarantee that tomorrow will get better”

“I will walk with you, talk with you, share stories with you, to make it all make sense. It wont all be easy, but it doesn't have to be lonely. It will be work, but it doesn't't have to be a one man show. It will take you far from where you are now”

John Maxwell on his Mentorship Program



MENTORSHIP

- Mentorship is the greatest act of leadership
- Mentorship starts with a decision to build others – thus building/creating a legacy.
- True Leaders focus on people;
- True Legacy is in people and not in buildings.
- Mentorship paves the way for succession.

Coaching vs. Mentoring

	Coaching	Mentorship
Differentiator 1	Task Orientated	Relationship Oriented
Differentiator 2	Short Term	Always Long Term
Differentiator 3	Performance Driven	Development Driven



THE POWER OF MENTORSHIP

- Mentorship is the greatest act of leadership (Who would you immediately identify as your mentors? - YOUR PARENTS/WHOEVER RAISED YOU OFTEN MOM.
- Why do Our Parents/Those who raise us qualify as our Mentors?- BECAUSE WE HAVE A RELATIONSHIP OF TRUST WITH THEM. We Believe they will catch us when we fall. They only want to build us and want the best for us
- They focus on us and allows us into uncharted territory. Think of Your First Day at School when mom left you, you cried until you could not cry anymore and then you settled in the True Comfort that she would be back to get you and Guess What she did. ;
- This is an emotional relationship of ‘BEING IN IT FOR YOURSELF BUT NOT BY YOURSELF’.

LEADERSHIP

- Good Leaders Employ others vs. Great Leaders Deploy others
- Authority and power are for distribution –lest everything dies with us
- True Leaders focus on other people
- Leadership is about how many people we serve

LEADERSHIP

“Leadership really comes down to example. Its not what leader says as much as what she does.

When it comes to developing others, people remember those who helped them learn and grow their skills.

Leadership is a Legacy.

“ Legacy is like an annuity. It pays dividends in the actions of others. The legacy of good leaders is one that creates a prosperous and purposeful future”

John Baldoni



The Role of Mentorship in shaping tomorrow's leaders

- Mentorship is about helping others plan for their future.
- It involves preparing others for change
- Creates Generational Leaders & Generational wealth
- Mentoring helps mentees manage their time (an important resource)



The Role of Mentorship in shaping tomorrow's leaders

- A Great Mentor Allows the Mentee to Dig Deep & Find their Sweet Spot. The Mentor Just has to keep on Nudging you without taking over.
- The Mentor Should not be in your Face and yet you should almost feel like they are by your side even when they are not.
- You can call, you can rock up, you can comfortably say I messed up and the mentor will give you constructive criticism. Again think back to mom & her messaging.
- Choosing the right mentor is the most important part of the program. An unorganized mentor will produce an unorganised result – unfortunately YOU. Your Mentor may make or break you.

Mentors & Mentees; The Results Model



- Mentors help mentees recondition their minds (MINDSETS) come from the past and the way we have been conditioned) - Bounded Reality
- Mentors help mentees acknowledge their TALENT but additionally they help them to develop a POSITIVE ATTITUDE .
- Mentee's positive mindsets or attitudes influence their BEHAVIOUR
- BEHAVIORS determine RESULTS

The Non-Negotiables



- Planning and Goal Setting
- Networking & Looking opportunities of like minded people.
- Continued Learning & Hunger to succeed
- Your Circle of positive Energy
- Measuring Impact & Results

The Results model



CONCLUSION

“ It is never too late to learn from someone else”

Tony Jeary.

“Have a Vision & Remain Focused regardless of the obstacles
& you will succeed”

Unknown.

THANK YOU



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