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SECTION FOUR RETENTION

help sheet

MENTORING

Many Indigenous employment programs have identified mentoring as an important component of the support process. Although the term mentoring has several interpretations, it is important to remember that in this context the process should ensure that an employee has the opportunity to ask questions, discuss ideas or feelings about work with a mentor in a comfortable non-threatening environment. Mentoring is not something that one person does for or to another but rather a process whereby two people arrive at a suitable solution to an identified issue.

WHY?

- The underlying principle of mentoring must always be to increase the ability and skill of the person being mentored to better take responsibility for their own actions and solutions and to hopefully make appropriate decisions.
- This process should be based on increased independence for both parties and not result in co-dependent relationships.
- Both parties need to be totally involved in establishing the mentoring relationship.
- Mentoring needs to be a 'two-way' equal process of mutual respect and power.
- It is also useful to explore the values of mentoring as a 'culture' within the workplace. Everyone has value to add within the work situation and often this type of supportive approach creates a much more positive work environment.
- Mentoring is not a process whereby one person takes responsibility for another, in the process making them act in a way that they do not fully understand or own.
- Mentoring is not about finding solutions and answers for the other, but rather a mutual sharing of thoughts and ideas so that the person being mentored can arrive at their own solution.

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How do we become a mentoring organisation?

Mentoring has been demonstrated to be highly effective in many organisations particularly with early transition to work. Once the decision has been made to introduce a mentoring program into your business it should be available to all staff. Best results are achieved when staff identify themselves as having the skills and willingness to successfully mentor another team member.

Mentoring can be taught to those who have the capacity

There is a range of mentoring organisations that can provide specific staff development training in mentoring and employee support methods.

Where organisations implement mentoring approaches, retention, productivity, attendance and other positive workplace outcomes can be achieved.

WANT TO KNOW MORE?



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