

Why mentoring programs are necessary to retain your top talent?

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By Dr. Harshawardhan Bhawe

Leadership has specific traits. A lot has been written, evaluated and spoken about what true leadership is. Leaders are expected to provide vision, objective, motivation, solution to meet the business objectives. Leaders are expected to deliver under any costs, they have but they are also human, and they too err. They also experience moments of indecisiveness, their confidence too gets shaken, they also get overwhelmed by the situation. They need guidance. Effectively mentoring takes care of these pitfalls that executive leaders can overcome.

Mentorship tips for Executive Leaders are the following:

Change the typical office environment

A volatile business environment coupled with ever uncertain political environment needs to be dealt judiciously. Leaders being gripped with the daily burning issues, fail to understand the implications, both short term and long term, that these changes could have on their business. A mentor will effectively analyse and educate the business leader to take cognizance of the volatility around him and make his decisions accordingly.

Personal analysis

It is not easy for everyone to see oneself in the mirror and analyse for your weaknesses. Not only weakness, an individual has to identify with his/her strengths as well. Over a period of time, one tends to overlook both these aspects. Regular mentoring helps a third person, a professional coach or otherwise to help the leader realise his own stature and develop confidence optimally.

Create continuous learning

Learning is a lifelong process. Developing to adapt to the changing needs of business is important. Mentoring effectively brings in limelight the areas which a leader needs to focus on given the prevailing business situation. Technology and Employee profiles are rapidly changing two key areas an Executive Leader has to largely deal with. Systematic mentoring will identify the specific points where leader has to focus in developing self.

Practice stress management

Needless to mention demands from every function have become stringent. Business Leaders are expected to deliver in a fiercely competitive market place. Irrespective of the function, all executive leaders experience huge pressure in meeting business objectives. The entrepreneurs themselves face a daunting task in meeting stake holder expectations. Leaders also have family and managing an effective work life balance is equally important. Mentors or more specifically professional Coaches will work with the individual to overcome the negativity that creeps in and induces stress.

Re grouping

History has enough examples to depict how a genuinely good and acclaimed leader drifted which resulted in downfall of his kingship. Even in sports, we have examples of leading sportsmen, going back to their erstwhile coaches, or experimenting with new coaches to overcome certain deficiencies that creep in. At times one tends to lose his confidence and some things which were hitherto were easy to comply, now seem to be laborious. The solution to this many a times is not very difficult. It only requires a different eye, which a mentor has. He has effectively kept a track of the individuals past thoughts and actions. A mentor will help the person come back on track.

Platform to bounce off

It is said and now pretty widely acknowledged that there is a loneliness at the top. An Executive Leader reaches a place where he finds himself standing alone with no one to bounce off the emotions. There are limitations in terms of sharing with friends and family because it becomes difficult for them see them in his shoes. A mentor can easily identify himself with the situation. Mentor will not only be able to empathise with the leader, but is also in a position to provide alternatives. A lot of times just by speaking out your apprehensions we are able to come up with the answer. Mentorship provides this platform to the leader.

The author is the Business Director of Executive Access