



Mentorship Memoirs

*Achieve More:
Optimise Your Mentorship Outcomes!*

Bimbo Ilori

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Achieve More: Optimise Your Mentorship Outcomes

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Dedication

To every soul thirsty for direction and guidance to be sure-footed, I commend this book, Mentorship Memos.

Acknowledgement

I hereby acknowledge the numerous individuals with whom I have served and still do as a mentor. To the ones who have been mentors to me through the diverse forms and expressions of this grace called mentorship, I remain deeply grateful.

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Introduction

Having been involved with Mentees a great deal, I get asked questions on related matters.

Furthermore, as a certified life and purpose coach, leaning on the essence of a confidante, sounding board and all that mentors represent is part of what I do.

I've enjoyed the human favour to have had mentors throughout my career who have helped shape me into the person I am today, and also serve to support others.

A youngster approached me, having read my other materials on life and optimal living, and asked if I could do something on mentorship. Understandably so, as this person was starting in life and seeking to put measures in place for success.

I did try immediately to put out a short piece on one of my media platforms.

However, over time, with more people in need of the guide, I decided to make it more comprehensive and complete in terms of responses to questions or issues.

Mentorship Memos sets out to answer questions of who can be a mentor and the required attributes and attitudes. It shows how the connections can be brought about and ways to make the most of it.

It's my optimism that this book "Mentorship Memos" will be found contributory to the career and success rungs of its readers. I am rooting for your best life.

Chapter One

Mentorship in Perspective

A Personal Set-up

As the sun set started to change the tone of the day, and work entered the wrap-up mode, Tade began to have jittery feelings about what to do next and where to go.

Uncertainty had beclouded his perception of his performance on the job, and the personality and style of his boss didn't make it better.

He thought of giving excuses for duty, quitting, starting a job hunt process, etc. These uncertainties and the possibilities of the daring consequences of an inappropriate choice left him frustrated and muted.

He drove slowly through the traffic of the closing work hours, reeled in thoughts, and silently whispered, "I need help, Lord"!

A few minutes afterwards, a name flashed in his mind: Job! Immediately, he remembered Mr. Job, whose wisdom he had encountered during a training boot camp for professional development in their practice as accountants.

Mr. Job was very calm and charismatic and showed genuine interest and concern. Being in the same field, Tade decided to give him a call.

You have saved my career! Tade replied to Mr. Job, as they wound down their conversation. Mr. Job had offered him a counselling session, during the call Tade made.

Mr. Job brought clarity to Tade and showed him how to navigate his present work challenges with certain proven approaches, being mindful to exercise patience and optimism.

With a big sigh of relief and a brighter outlook, Tade thanked Mr Job and promised to keep in touch. Mr Job responded with a firm handshake and said, "Any time, buddy".

That was the day Tade decided to keep the relationship with Mr. Job going.

Tade arrived home a changed man, with a deeper sense of understanding and appreciation for his job performance, and the mentorship session.

The above represents a mentorship initiated by a mentee.

The influence, guidance, counsel and direction received from a mentor by a protege/mentee is often referred to as mentorship. A relationship that can be intentional or happenstance.

The key focus is to leverage the skills, experience and expertise of the mentor or femtor (if female) for advancement or attainment.

Moreso, this relationship (properly nurtured) transcends personal gain to something much more.

Mentorship is as old as the existence of man.

Below is another mentorship form as set out in the excerpts from the story of an active ongoing relationship between two people.

A Relational Set-up

One day, Naomi said to Ruth, "My daughter, it's time that I found a permanent home for you so that you will be provided for.

[Ruth perhaps was hopeful and looking out that she would be settled again after all she had been through].

A mentee must be able to understand and acknowledge his/her need for help or direction and, therefore, be able to recognize, cooperate and appreciate the opportunity or persons when present, available and connected.

Naomi said to her "Boaz is a close relative of ours, and he's been very kind by letting you gather grain with his young women. Tonight, he will be winnowing barley on the threshing floor.

It's even more affirming when Ruth responds to Naomi that she will do all that she was instructed.

She wasn't negative nor pessimistic to have said, o! What a mismatch! Or that might not work!

Positivity, optimism, trust and humility were in place in their conversation.

Naomi: "Now do as I tell you—take a bath and put on perfume and dress in your nicest clothes. Then go to the threshing floor, but don't let Boaz see you until he has finished eating and drinking. Be sure to notice where he lies down; then go and uncover his feet and lie down there. He will tell you what to do."

I will do everything you say," Ruth replied. So she went down to the threshing floor that night and followed the instructions of her mother-in-law. Ruth 3:1-6

When Ruth went back to her mother-in-law, Naomi asked, "What happened, my daughter?" Ruth told Naomi everything Boaz had done for her, and she added, "He gave me these six scoops of barley and said, 'Don't go back to your mother-in-law empty-handed.'" Then Naomi said

to her, "Just be patient, my daughter, until we hear what happens. The man won't rest until he has settled things today." Ruth 3:16-18 NLT

An Organisational Set-up

Furthermore, according to a survey—75% of professionals deem their career success as a result of the help and guidance they received from their mentors. This statistic shows how beneficial a mentoring program can be, and companies worldwide are designing and implementing mentoring into their cultures to reap those benefits.

Chapter Two

Types of Mentorship

Mentorship type or approach will be a subject of factors, such as the peculiarity of needs, personality, and circumstances. While some types are under-listed here, they do not exhaust the possibilities of mentoring styles that exist.

1. DIRECT

Ruth and Naomi enjoyed a one-to-one personal and personalised mentorship. Likewise, Tade and Mr. Job in the narrative of need and a search above.

In direct mentorship, you know and meet with your mentor.

2. INDIRECT/SHADOW:

For several years now, I have been an astute student of a professional in my line of business, whose materials I listen to, study and apply the principles gleaned.

Consequently, I have results based on the instructions passed on from this shadow mentor.

You do not know the mentor personally nor get to meet, but you interface through the materials of the mentor. Books and other electronic mediums of knowledge support this type of mentorship

REMOTE/DISTANT:

Ye see how large a letter I have written unto you with mine own hand. (Galatians 6:11)

The difference between this distant mentoring and shadow mentoring is a personal relationship. Here there's a relationship between the parties, except that distance has created its barriers.

As visible in the phrase or verse cited from Galatians above, where the writer was striving to put issues right in the life of his protégé, emphatically drawing attention to his peculiar writing effort.

Geographical restrictions, favour the use of more interpersonal devices like letters, phone calls, emails, etc., for correspondents.

FORMAL: An HR firm with 46,000 employees worldwide—Randstad saw the importance of mentoring in any organisation and sought to implement it in their company to reap the benefits.

They deployed two mentoring programs—one focused on pairing mentees with veteran employees to establish and polish leadership skills.

At the same time, the other program was set in place to onboard new starters, which helped create a comfortable environment in which everyone felt valued while creating a consistent experience.

As a result, the company retained their skilled employees—increasing the retention rate and employee satisfaction.

Formal mentoring programs have proven to give repeated success indexes in setups and are highly regarded.

Therefore, it has become part of the structure of an organisation, especially for career mentoring.

INFORMAL: This is your efforts and similar to what we have as friends or brothers and sisters in groups or fellowships.

The informal is most vulnerable & susceptible to levity. However, subject to the right motivation and attitudes, it thrives.

FLASH: This is a one-time or short-term mentoring. Instead of a relationship that lasts months, this format is centred around tactical one-time meetings that provide knowledge or skills when participants need them. With the one-time format, mentees can learn from a variety of individuals with expertise in varying subjects.

REVERSE: This is done by the junior to the senior or more experienced, but targeted at skill gaps. Nowadays, there are more younger or junior people who possess skills in technology, arts and creativity that are the ones needed to help the seniors.

PEER: Your colleagues or juniors that fit into the same professional cadre.

GROUP: This is a mentor handling more than one mentee.

Chapter Three

Roles and Regulations in Mentorship

Having established that mentorship takes at least two people to tango, one being the mentor and the other mentee. What does each party need to do to make it work? This brings us to the next step:

- What are the roles of the Mentee?
 1. Goal-setter: Establishes and works towards specific, measurable objectives.
 2. Active participant: Whether for a short-term engagement or long-term, the mentee must be active in the mentoring process, asking questions, and sharing thoughts, ideas, and goals.
 3. Learner: Seek to understand and acquire knowledge of new things and concepts.
 4. Listen: This is an active act that is seeking to hear the words and the meaning of the words.

"Wisdom is the reward you get for a lifetime of listening when you'd have preferred to talk." --Doug Larson

5. Exercise keen Observations, as not everything would be taught, but some caught.

6. Communicator: Clearly articulates needs, concerns, and progress to mentor.

7. Follow Leads: Carry out agreed assignments and keep to schedules of contacts.

8. Seek Feedback: Seeks feedback, guidance, and necessary clarification for progress.

9. Collaborator: Work cooperatively with the mentor to achieve the set goals and objectives.

10. Self-directed learner: Takes ownership and responsibility for learning and outcomes and seeks resources and opportunities.

- Mentee's Attributes and Attitudes

Apart from the mentorship goals and practices, you need certain character values or attributes to optimise mentorship. Here are certain attributes and attitudes to glean:

4. Self-awareness: Approach mentorship with the understanding of your strengths, weaknesses, values, and goals, to be able to know where to step into or away from.

1. Motivation: Have the drive to learn, grow, and achieve personal and professional objectives

2. Open-mindedness: Willingness to consider new ideas, perspectives, and approaches.

3. Respect: Values mentor's time, expertise, and guidance.

4. Preparedness: Comes to mentoring sessions prepared with questions, goals, and updates.

5. Adaptability: Adjusts to mentor's style, approach, and feedback.

6. Be Concerned about your mentor's well-being too.

7. Be appreciative.

8. Be humble: Presumably, you are already in the humble mode, for you to be assisted by a mentor. Your mentor may be younger than you, or even less experienced than you are in other areas of life. Your humility is an asset that would add more value because oftentimes impactation comes through ordinary activities and services.

9. Recognition: Recognize who you are dealing with, it will drive your sense of value.

10. When you are spiritually oriented Pray for the mentor (you will feed off those prayers).

"What you want in a mentor is someone who truly cares for you and who will look after your interests and not just theirs. When you do come across the right person to mentor you, start by showing them that the time they spend with you is worthwhile." – Vivek Wadhwa

- What are the roles of the mentor?

1. Guide: Provides direction, guidance, and support to mentees.

2. Role model: Demonstrates behaviours, attitudes, and values that the mentee can learn from.

3. Teacher: Share knowledge, expertise, and experience with mentee.

4. Coach: Helps mentee develop skills, competencies, and confidence.

5. Advisor: Offers advice, guidance, and counsel on career, personal, and professional matters.

6. Listener: Provides a supportive and non-judgmental space for mentees to share thoughts and concerns. We shouldn't be too concerned more with being heard than to hear.

"One of the most sincere forms of respect is listening to what another has to say." --Bryant H. McGill

7. Feedback provider: Offers constructive, specific, and timely feedback to support mentee's growth.

8. Networker: Introduces mentee to relevant contacts, networks, and opportunities.

9. Supporter: Offers emotional support, encouragement, and motivation to help mentees overcome challenges.

10. Cheerleader: Celebrates mentee's successes and progress.

- Mentor's Attributes and Attitudes

1. Passion for mentoring: Enjoys guiding and supporting others, demonstrating a genuine interest in mentee's success

2. Patience: Takes time to understand mentee's needs and provides guidance without being pushy.

3. Empathy: Ability to understand and relate to mentee's experiences and emotions.
4. Excellent communication skills: Clearly articulates thoughts, ideas, and expectations.
5. Emotional intelligence: Self-aware, recognizes emotions, and manages them effectively.
6. Sense of humour: Uses humour to build rapport, reduce tension, and create a relaxed atmosphere.
7. Respect: Values mentee's autonomy, opinions, and boundaries.
8. Trustworthiness: Maintains confidentiality, follows through on commitments, and is reliable.
9. Role-modeling: Demonstrates behaviours, attitudes, and values that mentees can learn from.
10. Feedback skills: Provide constructive, specific, and timely feedback to support the mentee's growth.

Most of the roles and regulations stated within this chapter could be identified in the opening stories of chapter one.

- Who can be a Mentor?

Anyone who meets the requirements of your need, irrespective of age, gender or geographic location.

Except in formal setups, It is best to opt for the same gender, but if unavoidable, do group or remote mentoring and minimize meets.

This factors your humanity.

Nonetheless, run a check on who you give access to in your life to mentor you. It's a critical decision.

When selecting a mentor, consider:

- Their experience and expertise in your field or industry
- Their willingness to guide and support you
- Their communication style and availability
- Their values and work ethic
- Their network and connections
- Can serve the role of a mentor
- Possesses the attributes of one
- Shows the attitudes of a mentor.

Remember, a mentor can be anyone willing to guide and support you, regardless of their title or position.

"Your mentors in life are important, choose them wisely"- Bill Walsh

Chapter Four

How do I know if I need a mentor?

A reflection on where you are as against where you ought to be, how well you are coping, the variations in life and experiences are some of the propellers towards mentorship.

Different factors may point to this need for each of us; we take steps to reach out for help. Ensure not to limit mentorship to an SOS (save our soul) line in need; rather, make it habitual and lifestyle to maintain viable exemplary relationships in your life.

“The people closest to me determine my level of success or failure. The better they are, the better I am. And if I want to go to the highest level, I can do it only with the help of other people. We have to take each other higher.” – John C. Maxwell

Underneath are some pointers, to consider in reaching for mentorship help or support;

* Low confidence

Confidence is an important attribute that can be highly beneficial in the workplace or daily life. Conversely, a lack of confidence can be detrimental to performance, and poor performance can lead to low satisfaction and poor results, hindering your growth.

However, this is something natural, many people experience it, but it's not without a solution.

Having a mentor guide and push you to do better, find opportunities, network with others, and step out of your comfort zone can help increase or regain confidence.

* Feeling as if you've plateaued

The higher you climb the ladder, the tougher the challenges get, and being ill-prepared to face them results in you feeling stagnated in your career.

This feeling is normal, especially today, where the competition to excel is exceptionally high, and constant pressure exists to do better.

A mentor can help you deal with these feelings and guide you towards achieving your goals. They can answer any queries, help you choose the best action, and provide much-needed support.

* Unclear about your goals

Having a clear goal is vital to career growth and success. Individuals with goals are ten times more likely to succeed than those who don't. However, just setting goals isn't enough—following through and setting milestones is also essential.

By being part of a mentoring program, you can receive help in creating SMART goals, planning an outline, setting milestones, and receiving

guidance on how to follow through so that you can achieve them and progress forward.

* Stuck in a loop

Daily office work can be repetitive, and it's easy to get swept up and lose sight of your goals and ambitions. It can be challenging to break out of a monotonous routine as it becomes part of your comfort zone, but that has more negative effects than positive ones.

Receiving help and support from someone with more experience can help employees deal with breaking out of this loop by providing a new perspective on how things are and how they can be. In addition, doing so can reinvigorate morale and determination to do better and branch out.

* Need to expand your network

Networking can provide excellent opportunities that can be beneficial to career growth.

However, it requires one to step out and make themselves available,

with good communication skills and know-how of different companies and cultures.

By utilizing the benefits of a mentorship program mentees can learn from their mentors, improve their communication and networking skills and ask their mentors to introduce them to their network.

* Desire to be sure-footed

Putting out the right foot in a terrain with uncertainties will call for caution. This should drive one to get a better orientation and perspective from forerunners.

"Put the question to our ancestors, study what they learned from their ancestors. For we're newcomers at this, with a lot to learn, and not too long to learn it. So why not let the ancients teach you, tell you what's what, instruct you in what they knew from experience? (Job 8:8-10 - MSG)

- * You're facing a major transition or change, such as a new job, promotion, or industry.
- * You're seeking guidance on how to achieve specific goals or objectives.
- * You're looking to develop new skills or competencies.
- * You're navigating a challenging work environment or difficult colleagues.
- * You're seeking support and accountability to stay motivated and focused.
- * You're looking for a fresh perspective or new ideas.
- * You're experiencing self-doubt or imposter syndrome.
- * You're struggling to balance work and personal life.
- * You're seeking a role model or someone to look up to.
- * You're looking for a safe space to share concerns and receive feedback.

* You're seeking to build a professional network or connections.

* You're looking for guidance on how to navigate office politics or organizational culture.

* You're seeking support for a specific project or initiative.

* You're looking for a sounding board for ideas and decisions.

If you can identify where you are in one or a combination of the aforementioned pointers, you could be helped with a mentorship.

● Who initiates the mentoring?

Providence, provisions within your institution or personal promptings will direct the party concerned to act or be acted upon.

Either the mentee or the mentor can initiate a mentorship. Here are some common scenarios:

* Mentee-initiated mentorship:

1. Identifies a need for guidance or support.

2. Seek out a mentor through networking, online platforms, or organizational programs.

3. Reaches out to a potential mentor with a clear request for mentorship.

4. Takes the initiative to schedule meetings and communicate with the mentor

* Mentor-initiated mentorship:

1. Identifies a potential mentee who could benefit from guidance.

2. Offers mentorship and support to the mentee.

3. Takes the initiative to establish a mentorship relationship

4. Provides guidance and support to the mentee

* Organization-initiated mentorship:

1. Establishes a formal mentorship program.

2. Matches mentors with mentees based on needs and interests.

3. Provides training and support for mentors and mentees.

4. Monitors and evaluates the mentorship program

* Other scenarios:

1. Peer-to-peer mentorship: Colleagues or peers initiate a mentorship relationship to support each other's growth and development.

2. Reverse mentorship: A younger or less experienced individual mentors an older or more experienced person, often to share new skills or perspectives.

3. Group mentorship: A group of individuals initiate a mentorship relationship with a shared goal or objective.

When initiating a mentorship, consider:

- Clearly defining the goals and objectives of the mentorship
- Establishing a clear communication plan
- Setting boundaries and expectations
- Creating a safe and supportive environment
- Regularly evaluating and adjusting the mentorship relationship

Remember, mentorship is a two-way relationship that requires commitment, trust, and open communication from both parties.

- How many mentors can I have?

As your developmental goals vary, so would be the manpower need. Given different areas like spiritual, financial, social, physical, health, professional, etc.

It becomes obvious that no one person might be your perfect reference to help attain these goals. So, yes, you can have multi-mentoring to address varieties.

Here are possible mentorship settings:

*Multiple mentors at once:

1. Different mentors for different areas of life (e.g., career, personal, spiritual).
2. Multiple mentors within the same organization or industry.
3. Mentors for specific skills or knowledge areas (e.g., writing, coding, leadership)

*Serial mentorship:

1. Having one mentor at a time, with a clear beginning and end to the mentorship relationship.
2. Moving on to a new mentor as your needs and goals change

*Mentorship networks:

1. Having a network of mentors who provide guidance and support in different areas.
2. Building relationships with multiple mentors through networking events, conferences, or online platforms

*No limits:

1. There's no limit to the number of mentors you can have, as long as you can manage the relationships and communicate effectively.
2. Having multiple mentors can provide diverse perspectives, expertise, and support

Some benefits of having multiple mentors include:

- Diverse perspectives and expertise
- Broader network and connections
- Increased support and guidance
- Enhanced learning and growth
- Adaptability to changing needs and goals

However, consider:

- Managing multiple mentorship relationships can be time-consuming and requires strong communication skills
- Ensuring clear boundaries and expectations with each mentor
- Avoiding conflicting advice or priorities
- Prioritizing your own needs and goals

Ultimately, the number of mentors you have depends on your individual needs, goals, and preferences.

Focus on building meaningful relationships with mentors who can provide valuable guidance and support

How do I know if I need a mentor?

A reflection on where you are as against where you ought to be, how well you are coping and the variations in life and experiences are some of the propellers towards mentorship.

Different factors may point to this need for each of us; we take steps to reach out for help.

Ensure not to limit mentorship to an SOS (save our soul) line in need; rather, make it habitual and lifestyle to maintain viable exemplary relationships in your life.

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3. Mentors for specific skills or knowledge areas (e.g., writing, coding, leadership)

*Serial mentorship:

1. Having one mentor at a time, with a clear beginning and end to the mentorship relationship
2. Moving on to a new mentor as your needs and goals change

*Mentorship networks:

1. Having a network of mentors who provide guidance and support in different areas
2. Building relationships with multiple mentors through networking events, conferences, or online platforms

*No limits:

1. There's no limit to the number of mentors you can have, as long as you can manage the relationships and communicate effectively
2. Having multiple mentors can provide diverse perspectives, expertise, and support

Some benefits of having multiple mentors include:

- Diverse perspectives and expertise
- Broader network and connections
- Increased support and guidance
- Enhanced learning and growth
- Adaptability to changing needs and goals

However, consider:

- Managing multiple mentorship relationships can be time-consuming and requires strong communication skills.
- Ensuring clear boundaries and expectations with each mentor.
- Avoiding conflicting advice or priorities.
- Prioritizing your own needs and goals.

Ultimately, the number of mentors you have depends on your individual needs, goals, and preferences.

Focus on building meaningful relationships with mentors who can provide valuable guidance and support.

Chapter Five

Why look forward to mentoring others?

The following list represents some of the beneficial reasons to become a mentor:

“Show me a successful individual and I’ll show you someone who had real positive influences in his or her life. I don’t care what you do for a living—if you do it well I’m sure someone was cheering you on or showing the way. A mentor.” — Denzel Washington

- Being a mentor boosts interpersonal skills

Your interactions with a mentee offer numerous opportunities to practice and build interpersonal skills, such as communication, active listening, empathy and patience.

Communication is especially essential to mentorship, as you may meet regularly to discuss the mentee's goals, ideas or concerns and provide instructions or advice.

Beyond mentorship, having strong interpersonal skills can help you develop relationships and collaborate more effectively.

- Being a mentor strengthens your knowledge

When working with a mentee, you share relevant knowledge gained through your career or experiences.

You advise them or demonstrate how to perform specific tasks.

For example, you may teach your mentee negotiation methods and then practice with them.

While the purpose is to help the mentee grow professionally, sharing this knowledge reinforces it within yourself.

You may teach them skills you no longer use regularly, so this practice can help you rebuild or strengthen them.

- Being a mentor expands your network

You can introduce your mentee to contacts to help build their network.

In return, they may have relevant or interesting connections to share with

you.

Networking can aid your career, as these connections can lead to professional and advancement opportunities.

You also can join professional mentorship associations to meet fellow mentors.

These associations and relationships can help you learn more about mentorship techniques and provide support to one another.

- Being a mentor can help you receive recognition;

If your mentee finds significant success, it can demonstrate your value to others.

Part of their success is due to your guidance, which can help your colleagues and peers recognize the skills and knowledge you offer.

Other people may show interest in collaborating with you or asking for your mentorship.

Beyond making you feel accomplished, this positive reputation or praise could also help lead you to more career opportunities.

- Being a mentor establishes leadership skills

A mentor is a leadership position because you work directly with someone to guide them on professional development.

Through your instruction, they hopefully gain useful skills or advance their career.

Leadership skills are valuable for any profession or role, so this experience proves that you can manage others effectively toward specific goals. You can use this experience to help advance your career.

- Being a mentor adds to your qualifications

Whatever level you are at in your career, you can include a mentorship experience to enhance your resume and to differentiate yourself from other candidates.

This experience demonstrates that you have valuable knowledge to share and can use it to guide others.

Participating in mentorship opportunities can show that you value building relationships and helping others develop professionally.

- Being a mentor serves as a learning opportunity. You teach and advise your mentees, but you can also learn something from them.

If you and your mentee come from different backgrounds, they can teach you about things you have never experienced before.

Even when you have more experience in the industry, the mentee may have insights into the latest trends or practices. For example, if your mentee is young and more technologically skilled, they can teach you how to use new software.

"Accept your limitations; be honest in your relationships and be exceptionally competent in the area of your strengths." Ibukun Awosika.

- Being a mentor can build confidence

When you help your mentee succeed, you can gain confidence in your skills and abilities.

It demonstrates that you have qualities that support others' improvement or development.

This confidence can help boost your professional and personal self-worth, which can make you feel more assured about your skills and the day-to-day work you produce.

This confidence is necessary when negotiating with supervisors for promotions, raises or other advancement opportunities.

- Being a mentor can help you gain new perspectives

Mentorship serves as an opportunity to look outside your usual network and potentially connect with someone very different from you.

For example, you and your mentee may come from different backgrounds or generations. When you discuss ideas or situations, you both have different perspectives and approaches.

Listening to your mentee's perspective may help you think differently or discover something you would not have otherwise. This ability can help devise more innovative or creative solutions at work.

- Being a mentor provides a sense of fulfillment

Beyond providing you with recognition or other external benefits, mentorship can offer inner fulfillment. Knowing that you made a positive impact on someone's life or career can make you feel good.

If you received mentorship early in your career, serving as one can offer an opportunity to pay it forward. And one day, you may serve as inspiration for your mentee to do the same for someone else.

- Being a mentor offers self-reflection opportunities

Mentorship lets you think about and share your experiences.

While assessing your positive and negative experiences, you may discover lessons that benefit both the mentee and yourself.

Being a mentor may also remind you of what you enjoy about your profession, which can help you feel more engaged at work. Or, if you realize you are unhappy about some things, you can think about ways to improve the situation.

- Being a mentor can help strengthen your company

When participating in an employer's mentoring program, you use your knowledge and experience to help strengthen your employees.

When these employees understand their roles' expectations and form positive work habits, it can make them more efficient and productive.

Besides positive business results, these skills can develop a positive culture and more effective collaboration.

- When do you become a mentor

When you can look at your achievements through the rungs of life, then you have something to offer to another person, about what it took you to get there.

"We make a living by what we get, but we make a life by what we give." — Winston Churchill

Find below, the testimonials of other mentors:

■ Be the Trailblazing Mentor

Her transformative leadership, entrepreneurial spirit, and dedication to societal impact solidify her as a beacon of inspiration for women across the continent. Dr Ibukun Awosika's trailblazing journey continues to shape the narrative of African women in leadership, leaving an indelible mark on the business and financial landscape.

She had strong convictions in God. She made up her mind to embrace challenges and look for solutions within the legal boundaries and confines of her values when dealing with challenges.

■ Sheryl Sandberg, COO of Facebook, credited Larry Summers, former US Treasury Secretary, as her mentor. Summers provided guidance, support, and encouragement to Sandberg, helping her

navigate the male-dominated tech industry and become one of the most influential women in business. Sandberg said, "Larry was the one who helped me find my voice and assert myself in the business world."

■ LeBron James and the I Promise School

LeBron James, an NBA star, founded the I Promise School in his hometown of Akron, Ohio, providing mentorship and support to underprivileged students. His school offers a holistic approach to education, including mentorship, tutoring, and family support.

■ Institutional Mentors

Where there is a will there is a way. Some of us would be positioned to be able to establish institutions, that would provide the platform to impact, influence and mentor.

Most schools have hordes of learners who pass through and are thereby moulded to become who or what they are.

Kingswit International School which I serve in the capacity of the proprietor, like many noble institutions, has hundreds of students that have passed through her, and the system has passed through them.

#The mentored never forgets

Eager to assist at the airport, a young guy walked up to me, all dressed in the Customs uniform, and personable.

"Good evening ma'am. Do you still remember me?".

I answered, "Good evening, please remind me again, so many similar faces sometimes.

He replied, "I was your student, you taught me Financial Accounting" Oh! I tried to recollect, but not quite.

In my case, it's numerous students. However, we moved on in the pleasant exchanges, and I was glad to see one of the people life has brought in my path, doing well, as it appeared.

You wouldn't entertain a doubt that I walked away from there, with a smiley expression or even a smirk on my face.

Conclusion

Life in itself is not a competition, but people sometimes make it one.

Mentorship is a culture that values growth, learning, and self-discovery. A culture that recognizes the power of relationships, the importance of feedback, and the impact of others.

As you embark on your mentorship journey, remember that the relationships you build, the guidance you provide, and the lessons you learn will have a lasting impact on the world.

Be open to learning from others, and be willing to share your wisdom and expertise.

- Cultivate empathy, active listening, and a willingness to learn from others.
- Recognize the power of mentorship to create positive change in the world.
- Pass on the legacy of mentorship to others, creating a ripple effect of growth, learning, and self-discovery.

It's a blessing to find someone who is not threatened by who we might become, even if it means bigger and better than them at the same thing.

Such persons are angels who deserve credit in our history and human archives.

They are the legends, they are the giants!

Legacy is what you leave for others, and let us wrap it with the words of Isaac Newton;

“If I have seen further it is by standing on the shoulders of giants.” — Isaac Newton

It's A Wrap

- I always round up my books by giving opportunities to readers to take a life transforming decision, which I did some decades back, and has helped me this far.

Prayer for Salvation and Baptism in the Holy Spirit

Heavenly Father, I come to you in the name of Jesus. Your word says, "Whosoever shall call on the name of the Lord shall be saved" (Acts 2:21). I am calling on You. I pray and ask Jesus to come into my heart and be the Lord over my life according to (Romans 10: 9-10): "That if thou shalt confess with thy mouth the Lord Jesus, and shalt believe in thine heart that God hath raised him from the dead, thou shalt be saved. For with the heart, man believeth unto righteousness, and with the mouth, confession is made unto salvation". I do that now. I confess that Jesus is the LORD, and I believe in my heart that God raised Him from the dead.

I am now reborn! I am a Christian—a child of Almighty God! I am saved! You also said in your word;

(Luke 11:13) - If ye then, being evil, know how to give good gifts unto your children: how much more shall [your] heavenly Father give the Holy Spirit to them that ask him? Therefore, I ask you to fill me with the Holy Spirit.

I believe I shall forthwith, speak in new tongues, according to your word in;

(Acts 2:4) And they were all filled with the Holy Ghost and began to speak with other tongues, as the Spirit gave them utterance. Begin to praise God for filling you with the Holy Spirit. Speak those words and syllables you receive not in your language but in the language that was given to you by the Holy Spirit. You have to use your voice. God will not force you to speak; don't be concerned with how it sounds; it is a heavenly language. Continue with the blessings God has given you and pray in the spirit every day.

You are a born-again, Spirit-filled believer. You will never be the same.

Find a good Church that boldly preaches God's Word and obeys it. Become part of a church family who will love and care for you, as you love and care for them.

We need to be connected. It increases our strength in God, and it is God's plan for us.

Make it a habit to communicate with God daily, through prayers, and read your bible to grow.

You are most welcome to contact us via our contact details provided.

Congratulations!

Contact

You can contact the author via email at
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Or follow her outreach platforms on;

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S4R podcast on Spotify

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Profiles

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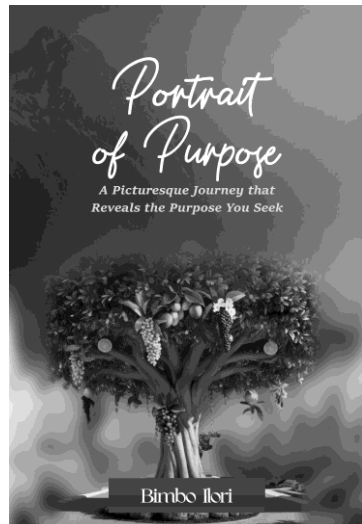
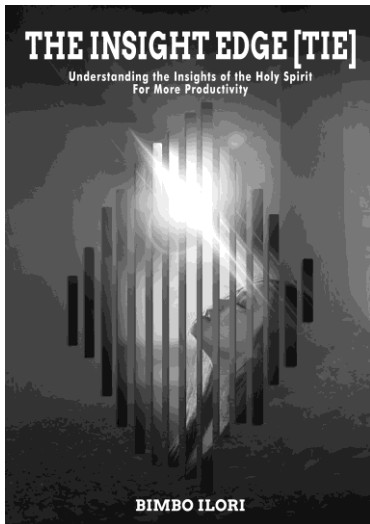
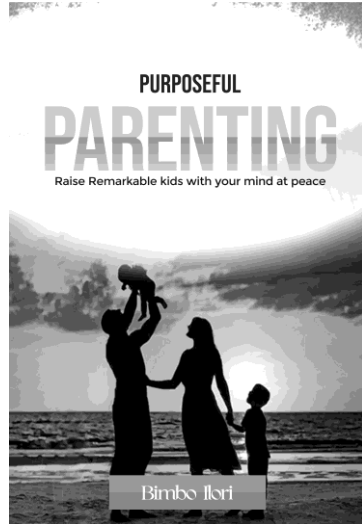
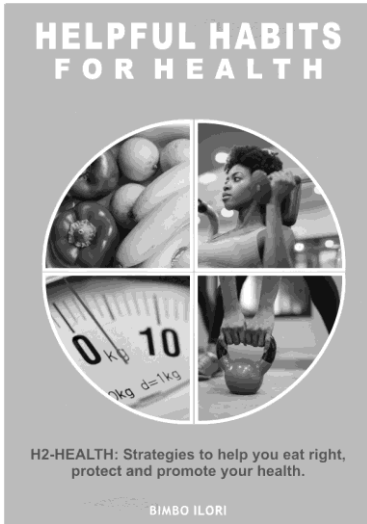
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Other books by the author



Mentorship Memoirs

In over three decades of leadership, one of the critical nudging quests and questions from people desirous of personal or career development has been who would guide and how?

In this classic piece that supports progressive endeavours with intentionality, I have delved and dealt with the ropes and rungs that will help guide seekers to take informed and decisive steps towards progress and networking.

Life in itself is not a competition, but people sometimes make it one.

Mentorship is a culture that values sharing, learning, and growth . A culture that recognizes the power of relationships, the importance of feedback, and the impact of others on the road to self-discovery.

I'm persuaded "Mentorship Memoirs" will deliver the needed support and insight for growth and fulfilment in your career, life purpose and development. It's my pleasure.



Bimbo Iflori is an author with a purposive drive in her context. She has written over 35 books including bestsellers.

She is a master's holder in Administration, a fellow, the chartered administrators professional, and a certified life and purpose coach.

She teaches, writes and speaks about her passion, which includes Administration, a purpose-led life, and giving perspectives on the essentials of life.

She is married to Bisi Iflori and they are blessed with children.



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THE SCARLET CORD

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