The value of mentoring
Sharing thoughts on:

- Mentoring – Why?
- Mentoring – How?
- Mentoring – What?
- Mentoring – Career planning
- Conclusions
Mentoring – Why?

- Giving back to the next generation (The Hindu Ashram system):
  - Student life (0 - 24 yrs)
  - Household life (24 - 48 yrs)
  - Retired life (48 - yrs)

- The Coat of Arms of Prince of Wales: “Ich dien.” (“I serve.”)

- Good for the growth of wealth in the nation:

- Honour to help to develop talented people.


\[ \Delta \ln \frac{Y}{L} = \Delta \ln h + \left(\frac{\alpha}{1-\alpha}\right) \Delta \ln \frac{K}{Y} + \left(\frac{1}{1-\alpha}\right) \Delta \ln A. \]

Education: 30% + Capital: 3% + Innovation: 67%
Mentoring – How?

• Mentee is the customer. Adapt, be present and listen to her/him. Listen hard.
• Peer-to-peer relationship. No patronizing.
• Respect and support mentees own choices, preferences and values. No moral high ground.
• Absolute confidentiality. Trust creates trust.
• Mentoring work best with agreed schedule and defined topics.

Shen Huibin with his wife and son, at his doctoral dissertation dinner on March 30, 2017.
Mentoring – What?

- Find the right questions for the mentee.
- Support the mentee in finding his/her true preferences (in life, in work).
- Facilitate brutal honesty.
- Share openly your experiences (in life, in work); success, failures, mistakes.
- Do not advise, your values may be different.
Mentoring – Career planning

- You cannot plan your life, you can only live it.
- Know your preferences, they provide the direction for your daily decisions.
- You grow only through challenges. Keep stepping out from your comfort zone.
- You own your competence, not your job.
- Trust yourself: “The good guys win in the end.”
- Understand correctly your own calibre. There may exist someone ‘better’ than you.
- Only you are responsible for your career. A selfish ambition is fine.
Conclusions

- The mentee benefits from mentoring most by:
  - Taking the lead.
  - Being brutally honest to her-/herself.
  - Utilizing the mentors life experience to the maximum.
  - Renewing the mentoring process after a few years. And again.
  - Being merciful to her-/herself.

- PS. Mentoring is not exactly a new innovation. Ask Sokrates.
Questions?

Thank you!