

## MENTORING

MENTORING IS ABOUT HELPING PEOPLE TO HELP THEMSELVES

TWO INDIVIDUALS ARE INVOLVED: THE MENTOR AND THE MENTEE

THE MENTOR SHOULD BE IN A POSITION TO HELP BY OFFERING EXPERIENCE, WISDOM AND FRESH PERSPECTIVES

THE MENTEE(S) “HELPING THEMSELVES” IMPLIES THAT RESPONSIBILITY FOR PROGRESS LIES WITH THE MENTEE

THIS PROCESS RELATES TO PROFESSIONAL DEVELOPMENT (e.g., GAINING CHARTERED STATUS OF A PROFESSIONAL ORGANISATION, THE INSTITUTION OF CHEMICAL ENGINEERS, IChemE, C. Eng.)

WHAT IS THE DIFFERENCE BETWEEN MENTORING AND COACHING?

THERE IS AN OVERLAP BETWEEN THE TWO TERMS. THE MAIN DISTINCTIONS ARE SHOWN IN THE TABLE BELOW.

**TABLE: COMPARISON OF MENTORING AND COACHING**

<b>MENTORING</b>	<b>COACHING</b>
Relationship can be long-term and ongoing	Relationship generally short-term with a set duration.
Less structured, meetings may occur when required	Generally, more structured, with regular meetings
Often takes a broad view of the person and their professional development	Short-term and issue specific
Mentor is usually more experienced and qualified than the mentee, and can pass on knowledge	Does not always require the coach to be an expert in the specific field

Mentor will not usually be accountable for the mentee's progress or results	More expectation on coach to effect change and produce results.
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THE KEY DIFFERENCE IS THAT MENTORING IMPLIES A MORE LONG-TERM OR OPEN – ENDED RELATIONSHIP WHERE THE MENTOR CAN DRAW ON HIS/HER KNOWLEDGE OR EXPERIENCE OF THE FIELD TO HELP THE MENTEE.

COACHING IS OFTEN SHORT-TERM WITH A SPECIFIC FOCUS. THE COACH DOES NOT REQUIRE RELEVANT OR SPECIALIZED KNOWLEDGE OF THE FIELD, BUT RELIES ON COACHING SKILLS TO GET RESULTS.

EFFECTIVE MENTORING INVOLVES COMBINING KNOWLEDGE AND EXPERIENCE COUPLED WITH PROFICIENT COACHING SKILLS.

GENERALLY, THE BENEFITS OF GOOD MENTORING CAN BE FAR-REACHING. THE POSITIVE IMPACT ON THE MENTEE'S PROFESSIONAL DEVELOPMENT IS EXPLICIT WHETHER IT IS GUIDANCE IN GETTING CHARTERED, HELP WITH STEPPING INTO A NEW ROLE, OR IDENTIFYING AND ACQUIRING NEW SKILLS.

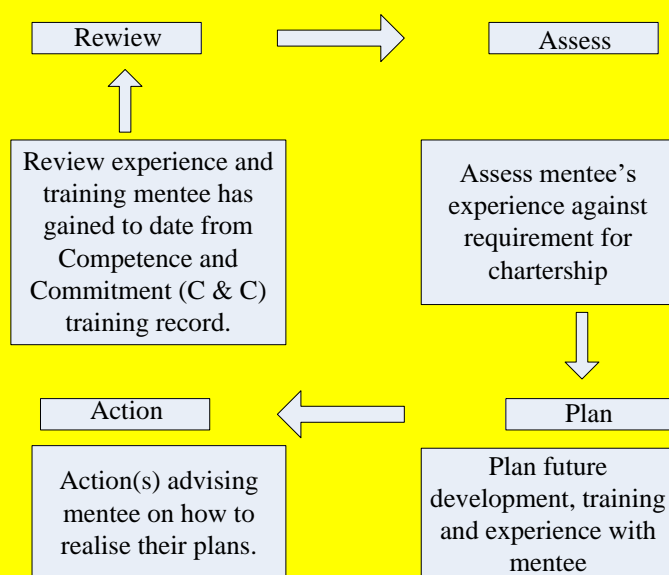
THERE ARE ALSO CONSIDERABLE BENEFITS TO THE ORGANISATION AND TO THE MENTOR.

ORGANISATIONAL BENEFITS OF MENTORING FOLLOW LOGICALLY IN TERMS OF INCREASED STAFF MOTIVATION, PRODUCTIVITY AND CREATIVITY, BETTER STAFF RECRUITMENT AND RETENTION AND REDUCED STRESS, GRIEVANCES AND ABSENTEEISM.

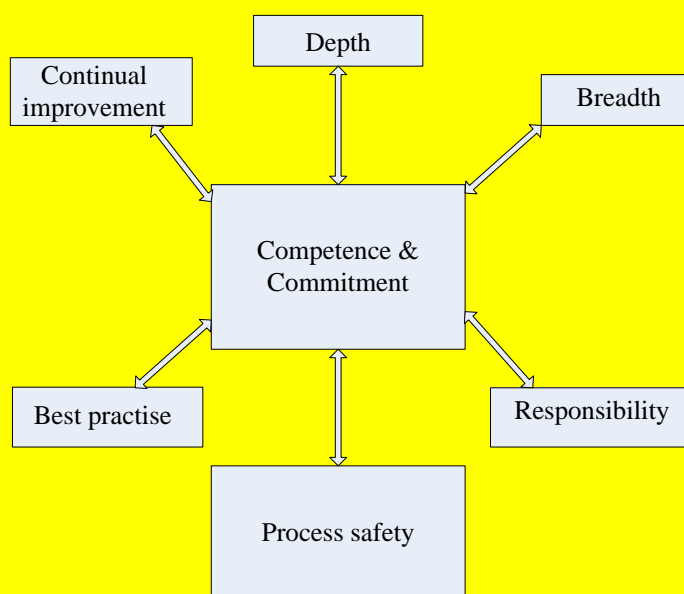
FOR THE MENTOR: APART FROM THE GREAT SATISFACTION THAT COMES FROM HELPING OTHERS, MENTORING ADDS VALUE TO THE MENTOR TOO.

IT INTRODUCES YOU TO NEW PERSPECTIVES, ENCOURAGES YOU TO REFLECT ON YOUR OWN PROFESSIONAL DEVELOPMENT, AND SHARPENS YOUR INTERPERSONAL SKILLS.

## Mentoring process



## IChemE Professional experience competence and commitment report



A 2500-word report about their professional experience.

Template can be downloaded from [www.getchartered.org](http://www.getchartered.org)

The structure is five competency sections with various sub-headings prompting you to give examples and draw upon your experience.

The report must be personal experience

- A. Ability to apply to practical situations, chemical engineering knowledge and understanding
- B. Ability to handle the wider implications
- C. Interpersonal, leadership and communication skills.
- D. Commitment to high standards of professional conduct.
- E. Continuing Professional Development (CPD).

## Professional experience - Breadth

### Technical areas

Process plant operation	Legislation, regulation
Computer applications	Sustainability and environmental aspects of practice
Project management and administration	Development of products and services
Instrumentation and control	Teaching and training
Technical / economical evaluation of process and plant	Quality assurance
Economic accountancy and cost estimation	R & D
Health, safety, risk aspects of practice	Technical sales, marketing, contract negotiation
Design of process plant and equipment	