

## Benefits of mentoring

### Benefits to the business or company

- **Facilitates knowledge sharing** that formal training cannot provide
- **Allows for a more informed view** of the talent within the business
- **Develops a mature leadership population** with good organisational knowledge
- **Improves employee knowledge**, skills, teamwork, networking and co-operation
- **Improves retention rates**, therefore lowering turnover costs and improving stability

### Benefits to the mentor

- **Opportunity to pass on knowledge** and hone leadership and interpersonal skills
- **Chance to challenge, stimulate and reflect** on development as a leader
- **Exposure to new ideas and perspectives**, particularly if the mentee's background or experience are diverse
- **Recognition of your skills** and experience as a leader
- **Opportunity for effective role modelling**

### Benefits to the mentee

- **Develops organisational and professional knowledge**
- **Develops self-confidence** and willingness to take risks
- **Supports transition** to challenging roles
- **Facilitates relationships** and provides opportunities for networking initiatives
- **Offers one-to-one personalised learning** to develop analytical, technical, problem solving and leadership skills
- **Develops capabilities for future roles**