



**dcm** THE LEARNING EXPERTS

**Member Events**

**Managing with Impact |  
Be More than a  
Manager, be a Mentor**



**The Power of  
Mentorship**



# About Me



Background in Hotel Management



Founded and managed HTC Consulting in 1994 with a focus on business excellence, leadership, quality, and customer experience management



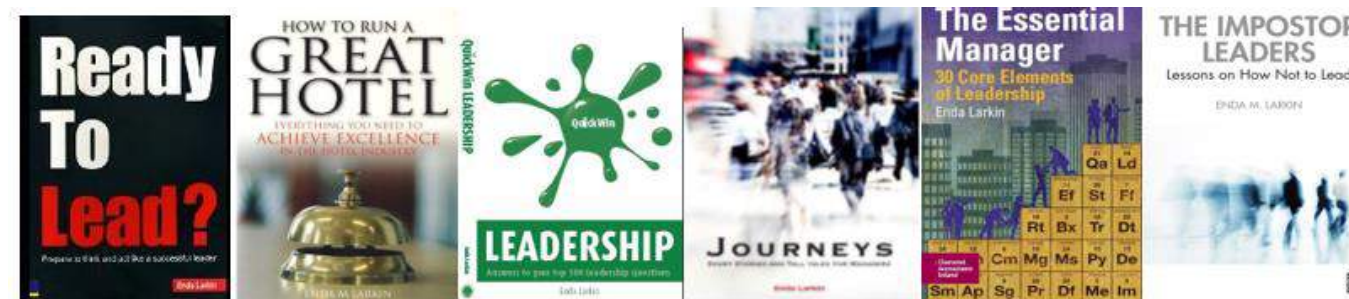
Designed and delivered many management development programmes internationally.



Launched Dobiquity ([www.dobiquity.com](http://www.dobiquity.com)) in 2016 as a unique online business improvement platform.



Leadership trainer, coach and author.



# Webinar Overview

## **The Evolving Role of a Manager**

- The shift towards leadership and mentorship
- Why being more than a manager is crucial in today's workplace

## **The Power of Mentorship**

- Defining mentorship and its impact on personal and professional growth
- Exploring the mentor-manager dynamic and its benefits

## **Developing Mentorship Skills**

- Key qualities of an effective mentor
- Strategies for building meaningful mentor-mentee relationships

## **Balancing Management and Mentorship**

- Practical tips for integrating mentorship into managerial responsibilities
- Overcoming common challenges in balancing the two roles
- Creating a mentorship-friendly workplace culture



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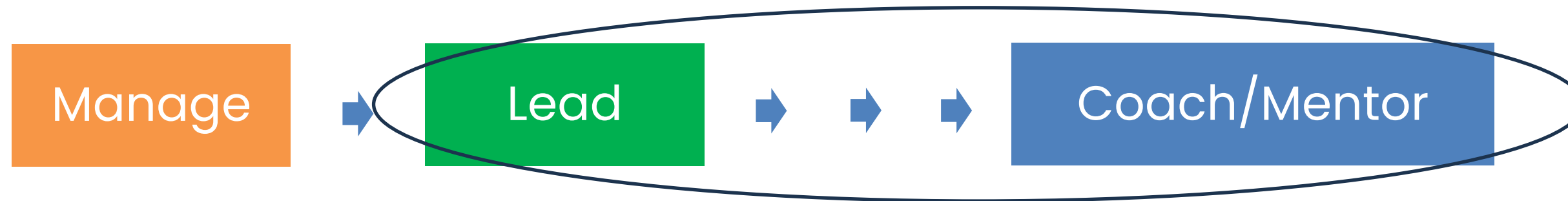
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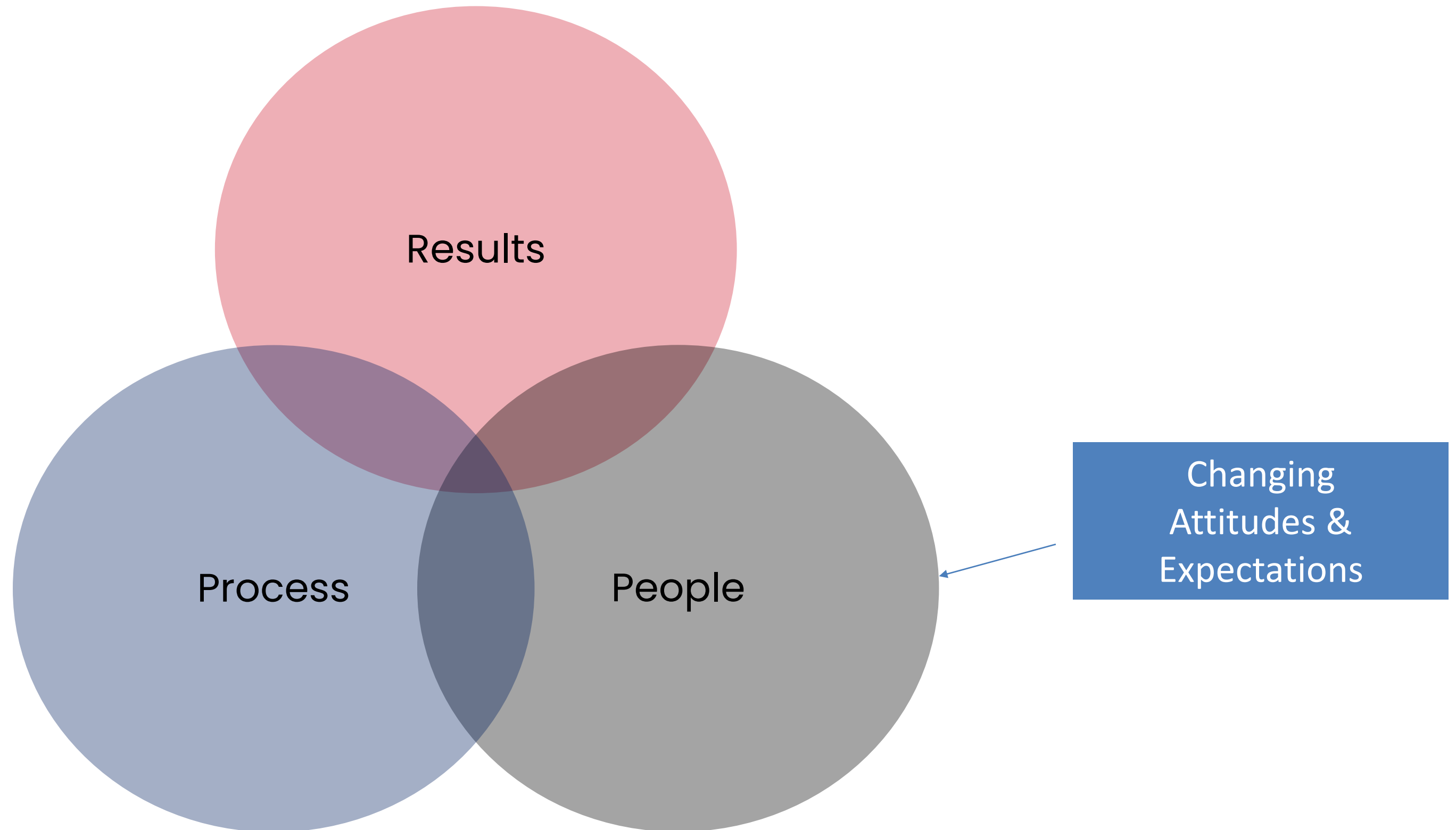
# The Evolving Role of the Manager

A quick tour of management theory



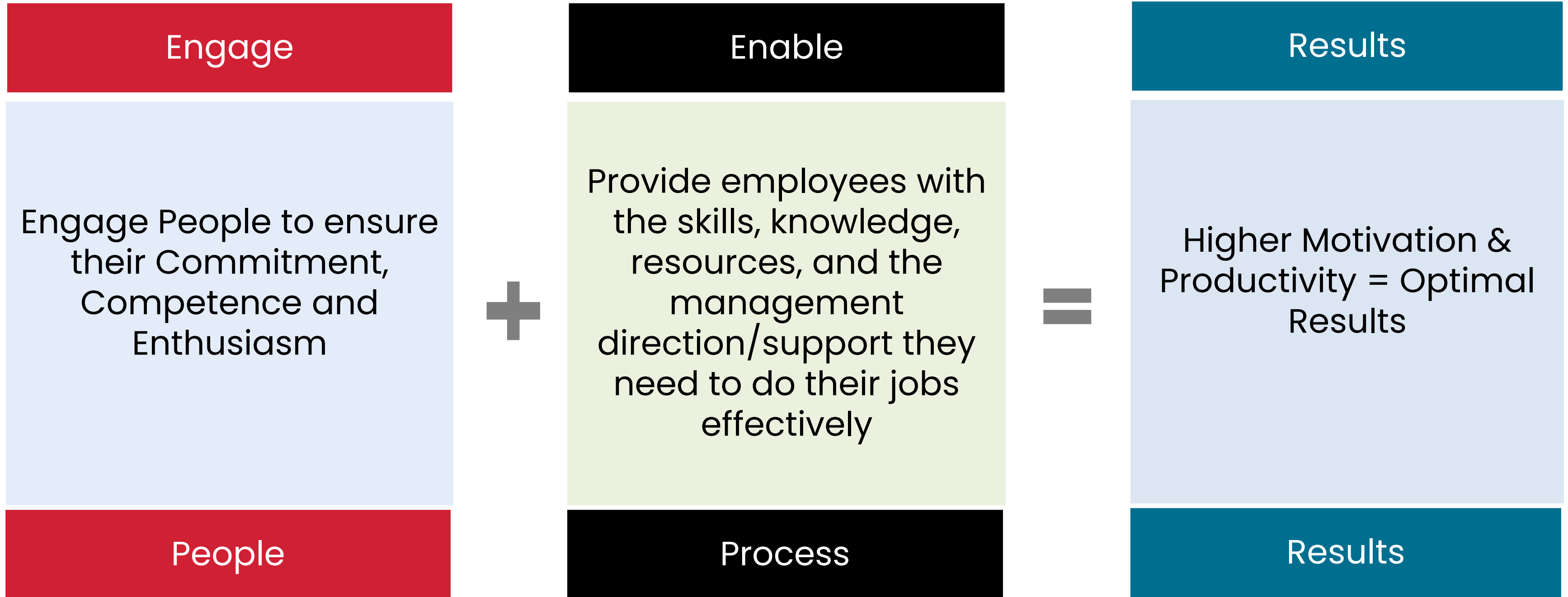
# The Evolving Role of the Manager

What managers do?



# The Evolving Role of the Manager

A simple equation of work





# Engagement and Enablement

Why both matter?

Investment

Return on Investment

Engagement



Enablement



Motivation



Productivity

Mentoring helps build both Engagement and Enablement



# The 4 is of Modern Managers/Leaders

What managers need to do today ...

**Influence:** Today's managers behave in ways that allow them to serve as **role models** for their people. They are admired, respected and trusted and people want to emulate them. It combines ***how you behave*** and ***how you are perceived***.

**Inspire:** Today's managers behave in ways that motivate and inspire those around them. Their start point here is that they create and communicate a **compelling vision and goals** for the future.

**Improve:** Today's managers constantly **challenge the** status quo. They seek creative solutions to problems faced and they constantly **learn from experience** and encourage their teams to do the same.

**Individualise:** Today's managers pay special attention to each individual's needs by **acting as a coach and mentor**.

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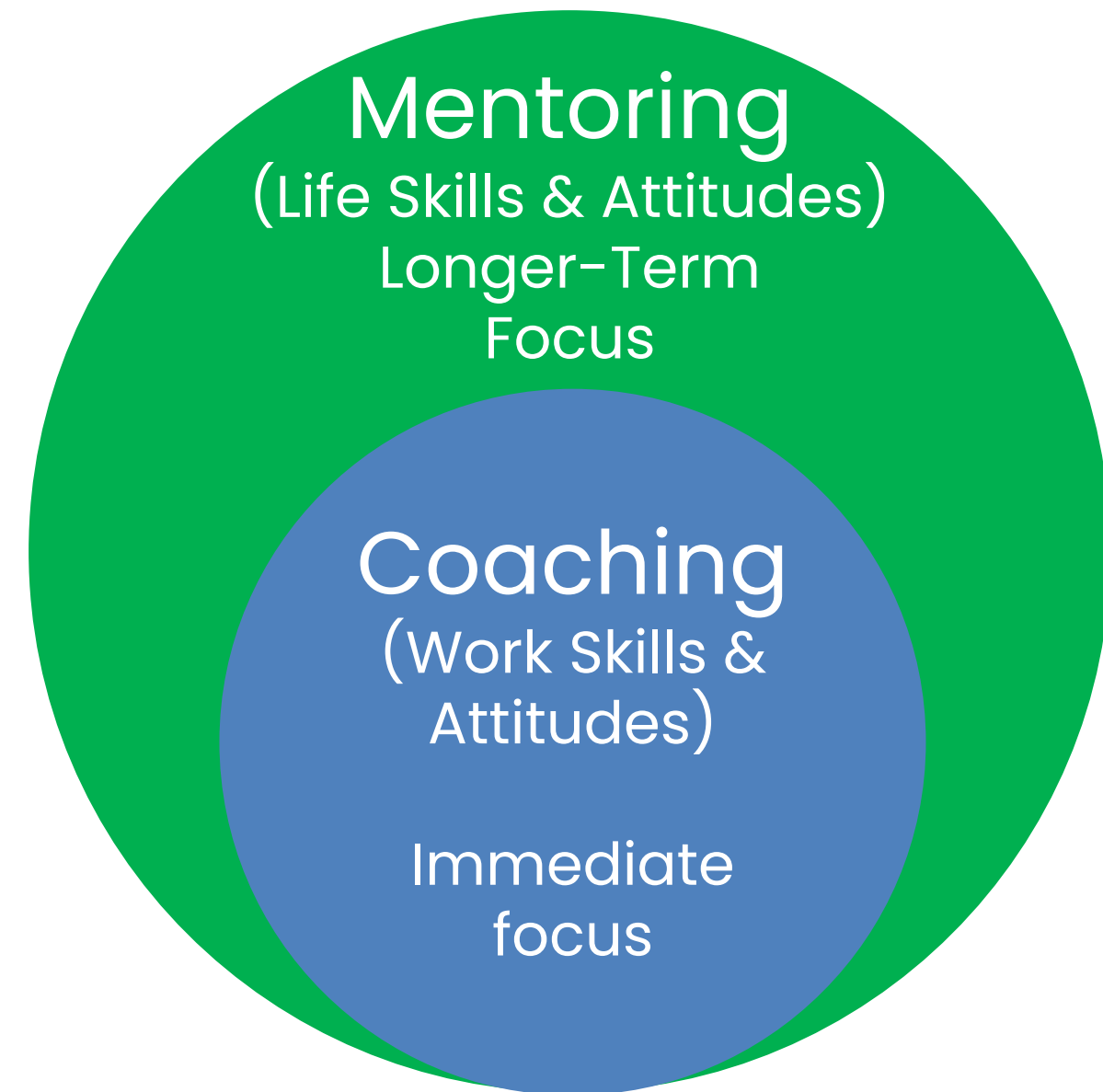


# What is Mentoring?

How mentoring and coaching interact?

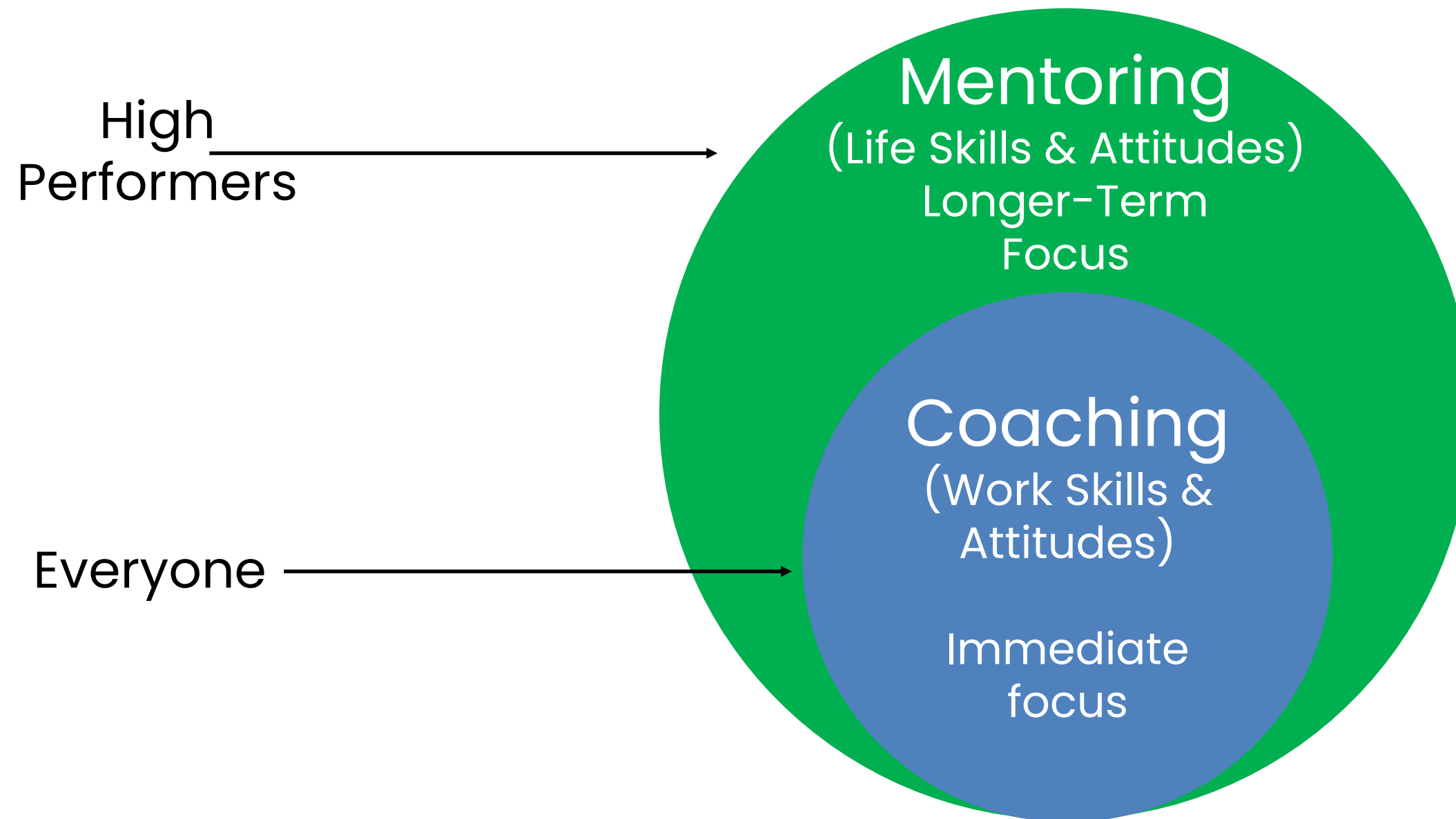
Mentoring is a supportive and developmental relationship where a **more experienced individual** (mentor) guides and shares knowledge with a **less experienced individual** (mentee) to help them **grow personally and professionally**.

It's a **two-way street** that fosters learning and development for both parties.



# What is Mentoring?

integrating mentorship into managerial responsibilities







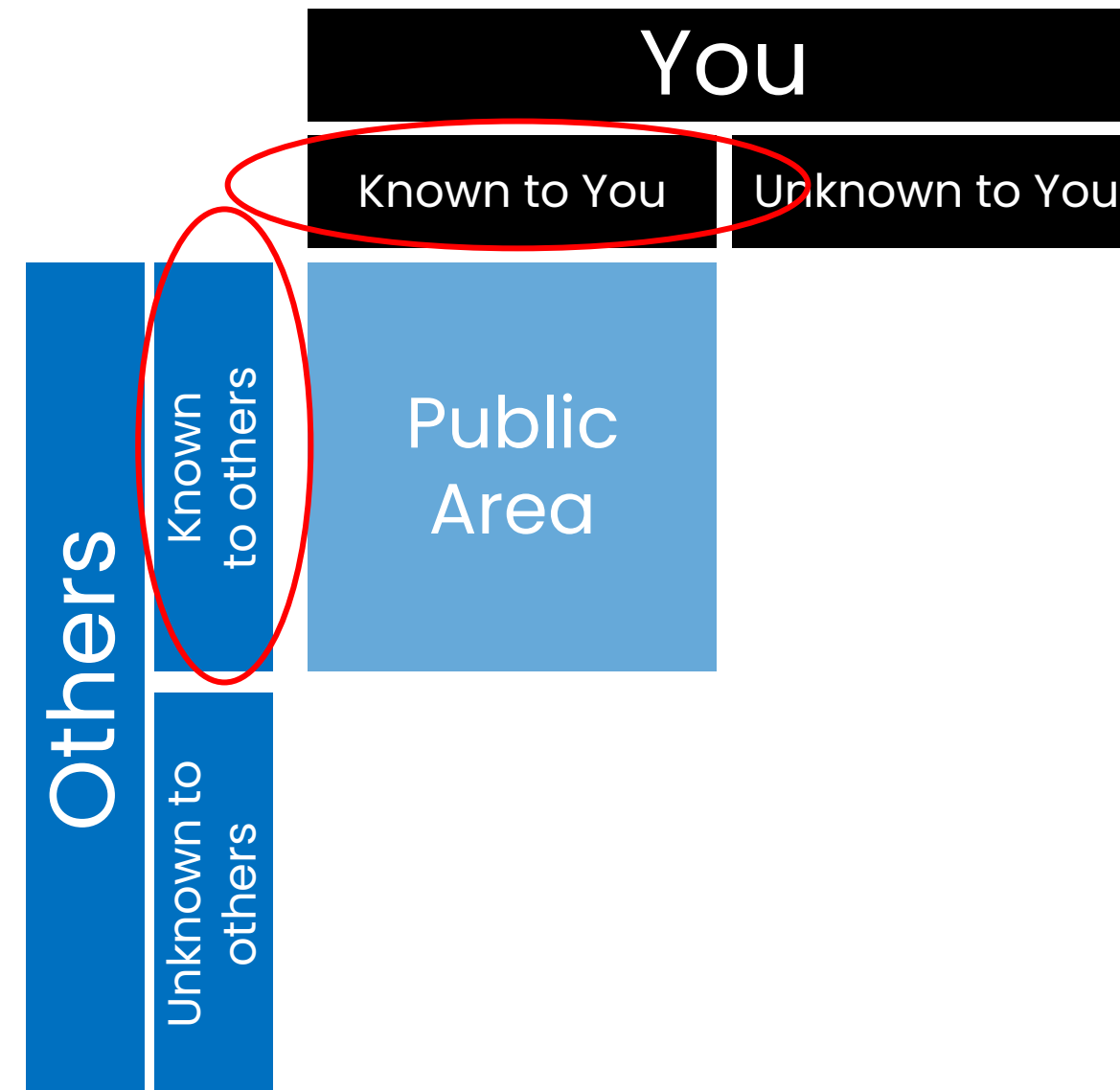
# The Honeycomb Model of Mentoring

What mentors do?



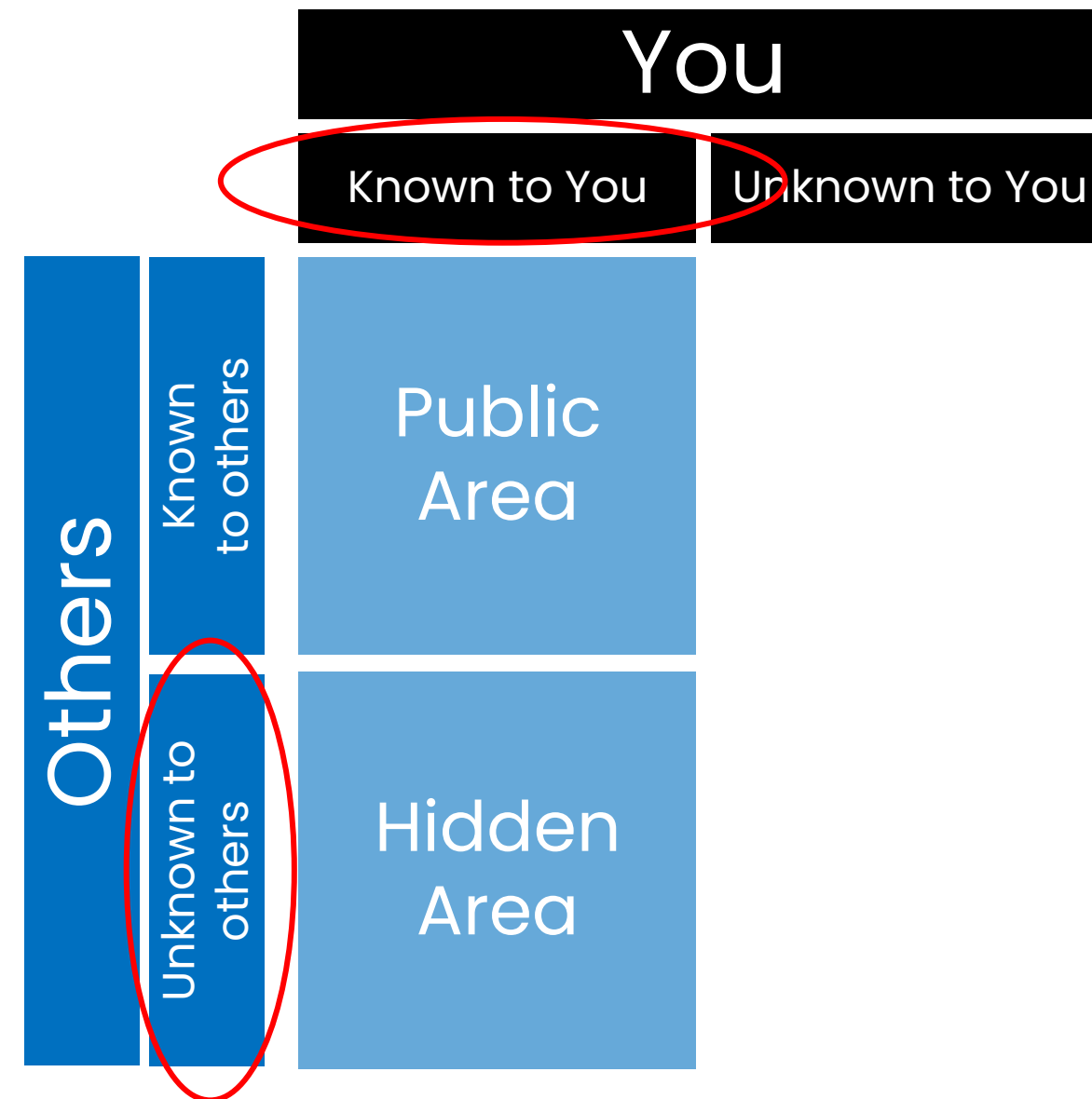
# The Jo Hari Window

How the best mentoring relationships build and evolve?



# The Jo Hari Window

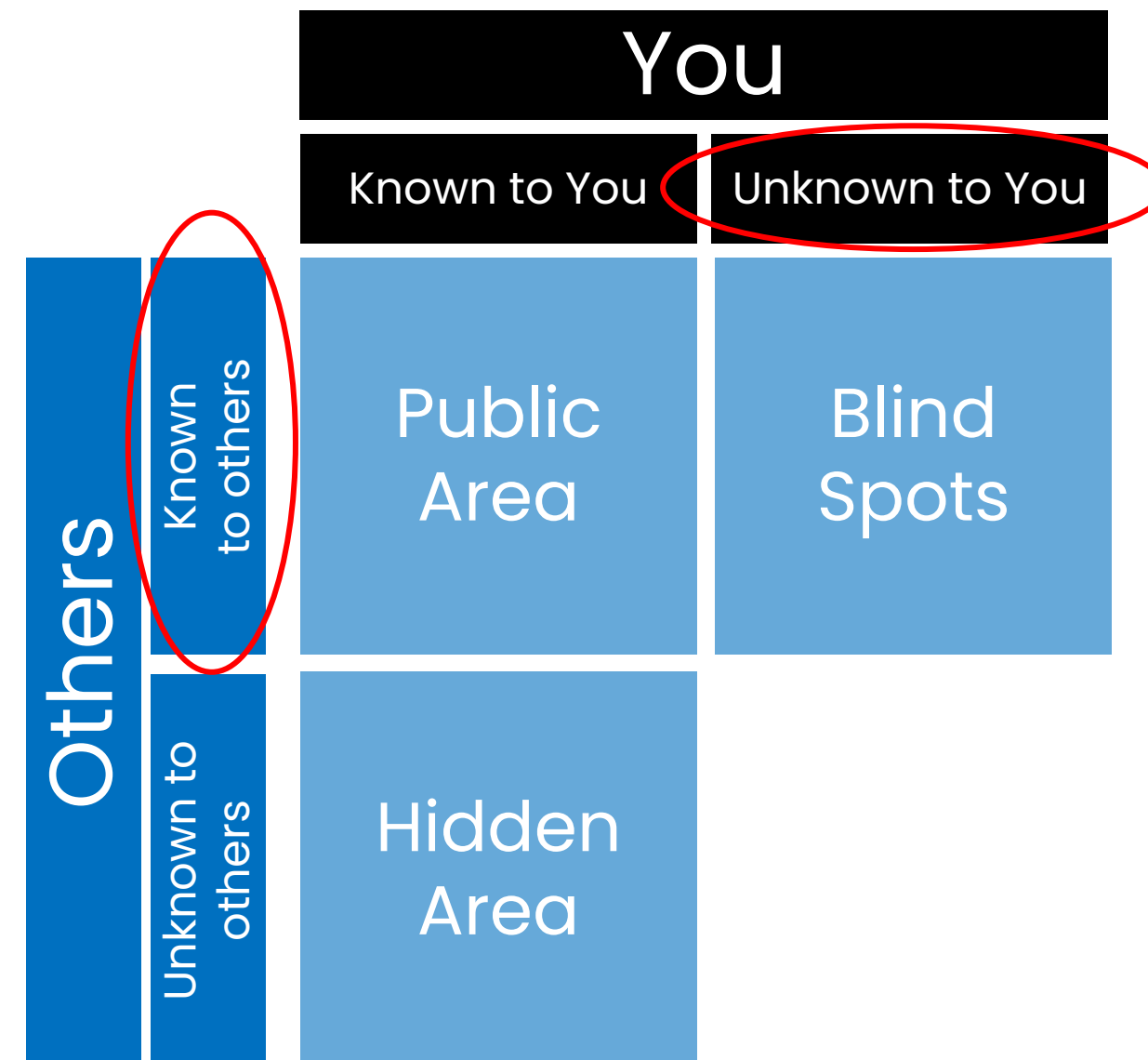
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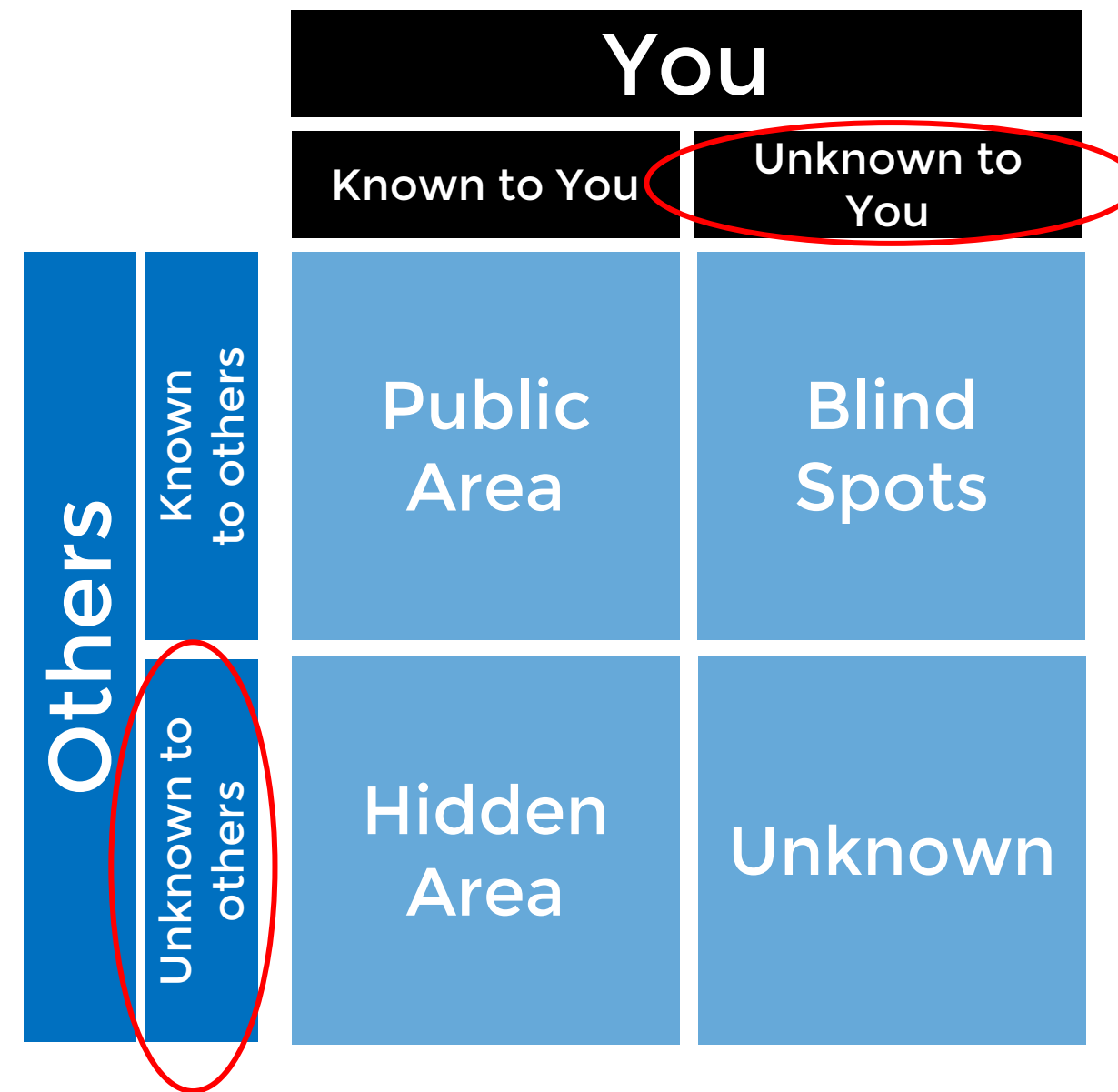
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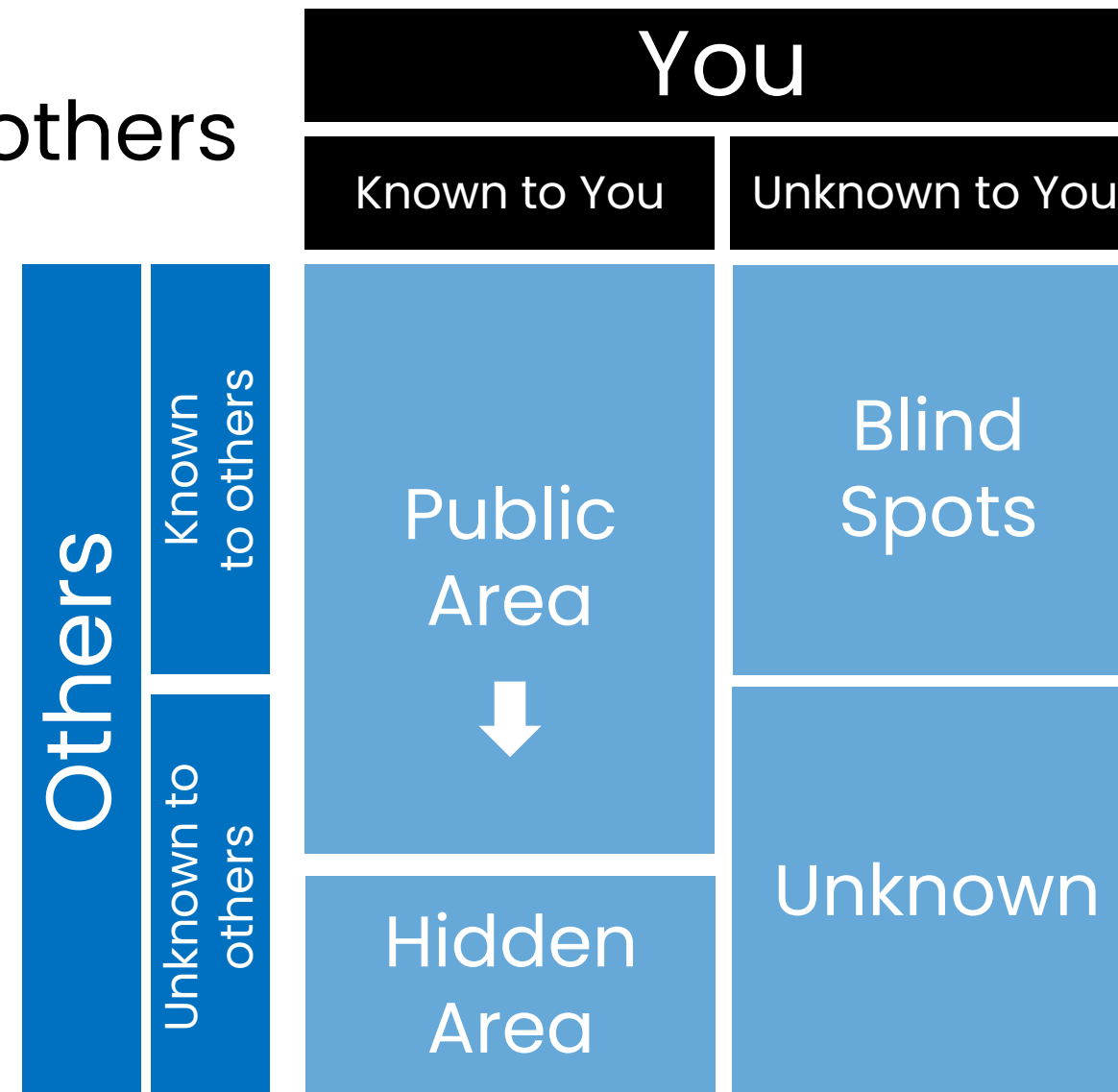
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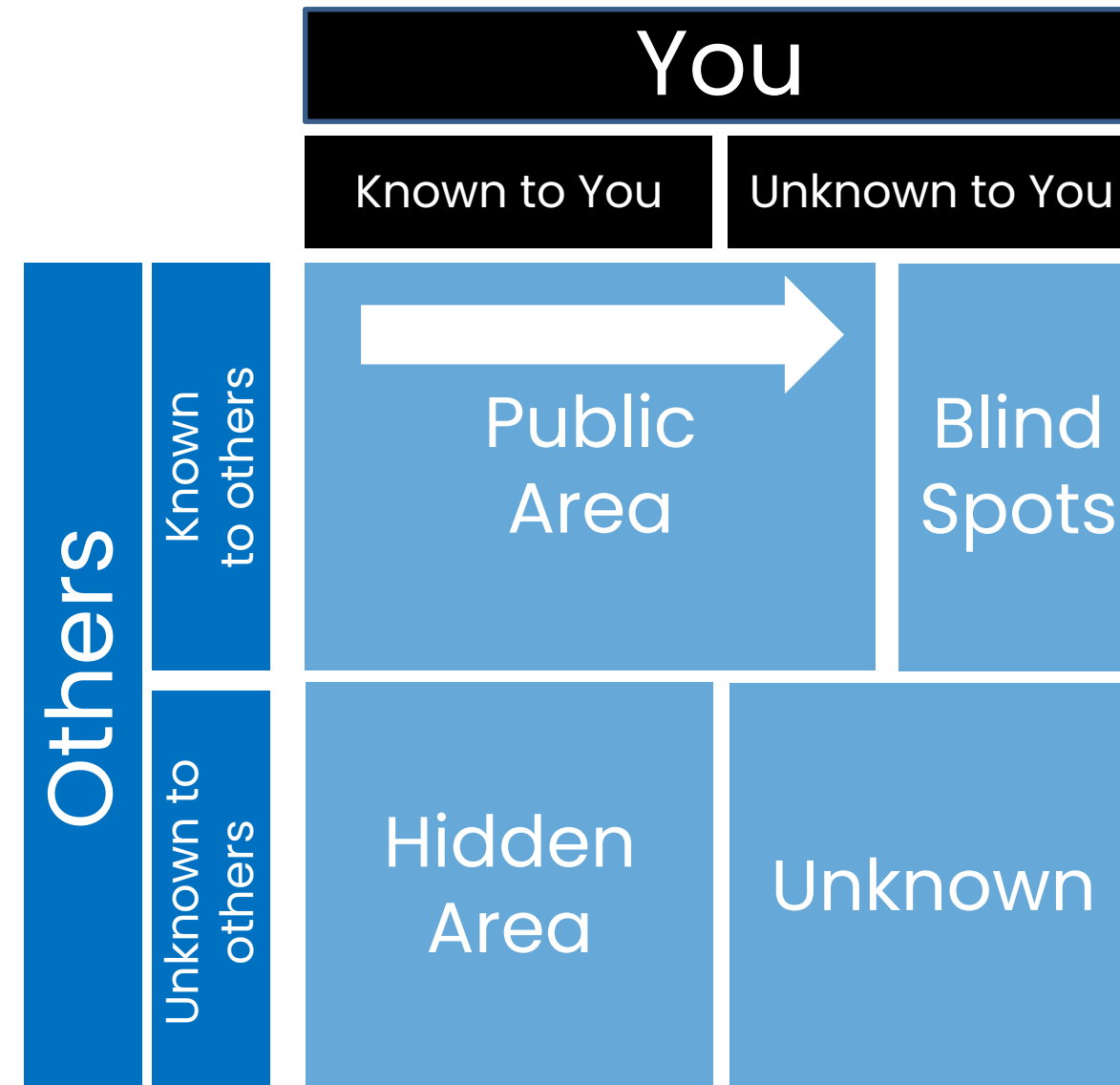
Impact of opening up to others



# The Jo Hari Window

How the best mentoring relationships build and evolve?

Impact of receiving  
'Constructive Feedback'

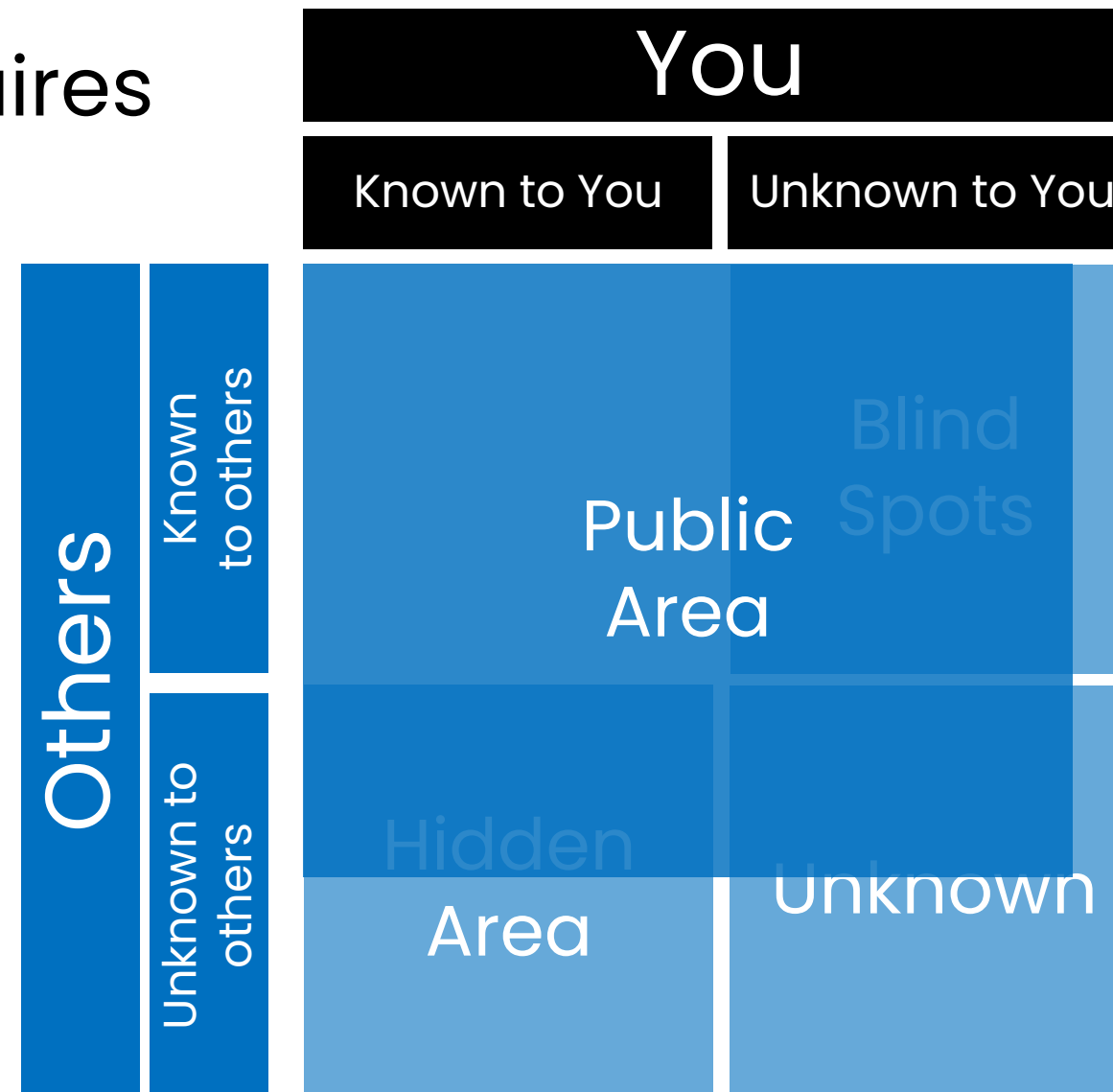




# The Jo Hari Window

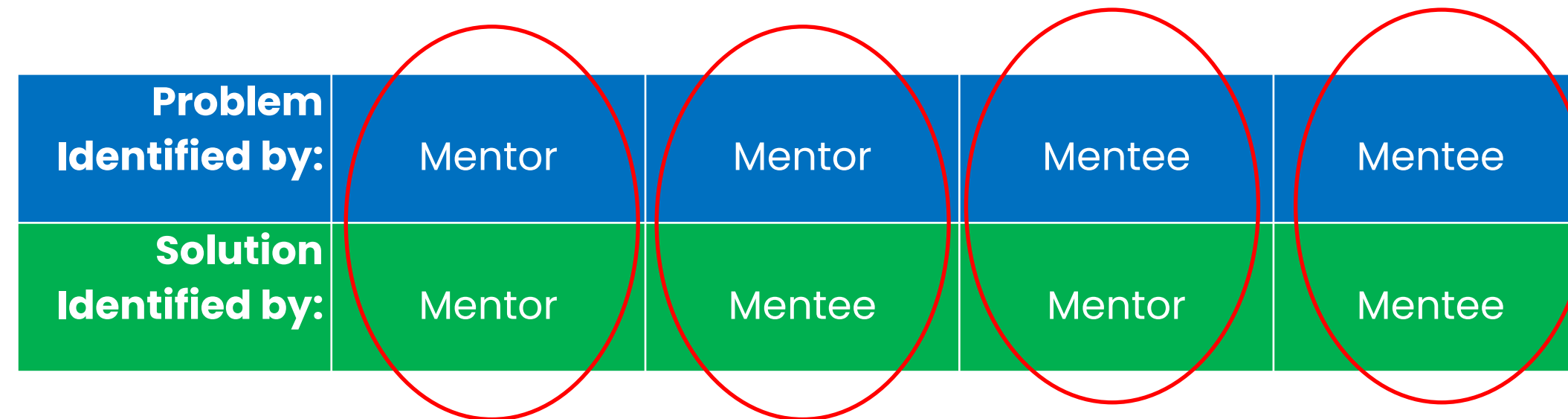
How the best mentoring relationships build and evolve?

Effective Mentorship requires large Public Areas



# Getting the most from mentoring relationships

How mentoring relationships should evolve ...



Evolution of the mentoring relationship

# Benefits for the Mentee

## How mentees benefit?

- Enhanced Personal and Professional Growth
- Increased Self-Awareness
- Improved Confidence
- Sense of Belonging and Support
- Expanded Network





# Benefits for the Mentor

## How mentors benefit?

- Leadership Development
- Sense of Purpose and Contribution
- Developing their High Performers
- 'Ear to the Ground'
- Staying Relevant



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# Key qualities of an effective mentor

Great Mentors have high emotional intelligence

	Awareness	Regulation
Self	<p>Self – Awareness</p> <p>Understanding yourself and your emotions and how they impact you (Moods)</p>	<p>Self – Management</p> <p>Managing your emotions Assertiveness Motivating yourself</p>
Others	<p>Social Awareness</p> <p>Understanding how you impact others Understanding others (Empathy)</p>	<p>Relationship Management</p> <p>Managing relationships Motivating others Accountability</p>

# Key Mentoring Skills – Communication

Great mentors are always great communicators

Mentors are great listeners

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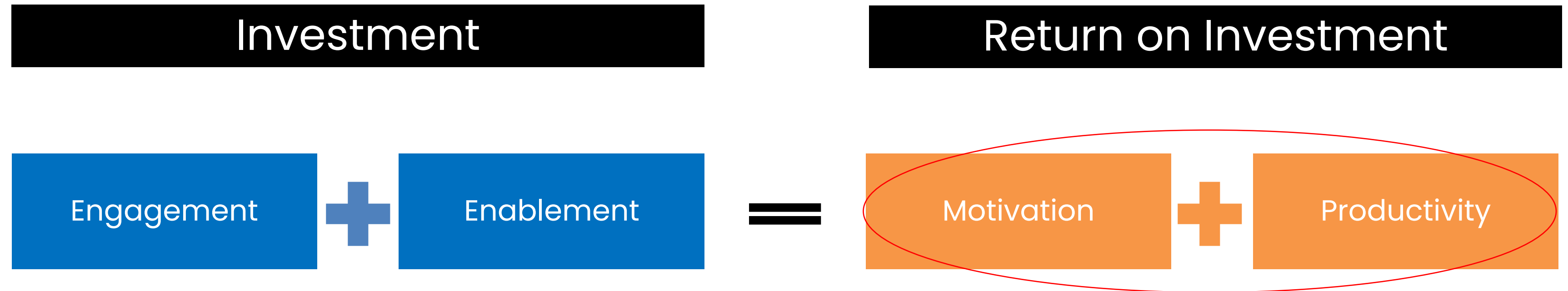
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# Engagement and Enablement

You must see a return for your mentoring efforts



# Getting the most from mentoring relationships

integrating mentorship into managerial responsibilities

High Performers →





# Q&A



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