



FINDING CLARITY THROUGH MENTORING



by Syahrialdi Sikar
CEO & Co-Founder of Mentor Inc.



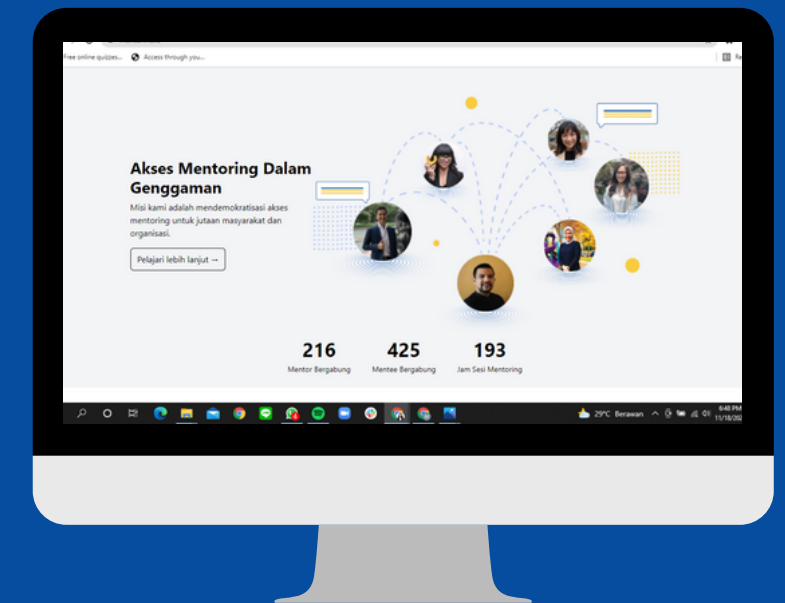
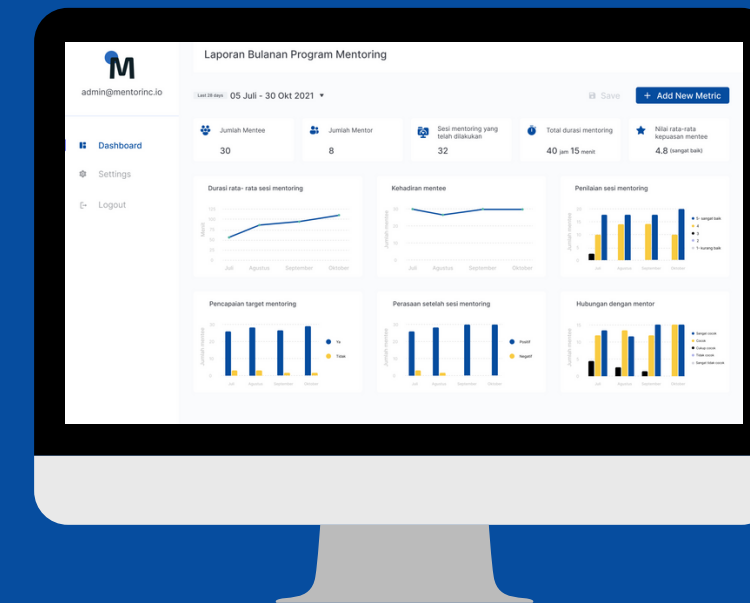
Syahrialdi Sikar CEO & Co-Founder Mentor Inc.

With over 12 years of banking experience, Aldi has taken various roles in his career in international banks from driving international business, managing customer relationship, leading a team and developing people agenda.

Aldi is passionate in mentoring others and believes that mentoring should be more accessible and a privilege for everyone. He is currently building Mentor Inc. to help accelerate mentoring initiatives in Indonesia



www.mentorinc.io



"Making mentoring accessible to everyone"

Mentor Inc. is a platform that facilitates mentoring relationship for institutions and individuals. We aim to enhance mentoring initiatives by providing access to curriculum, analytic tools, and data driven insights

Our discussion today

- 1 Introduction
- 2 Mentoring today
- 3 Identifying the gap
- 4 Benefit of mentoring
- 5 Implementing structured mentoring
- 6 Building mentoring culture and initiatives at school



Introduction

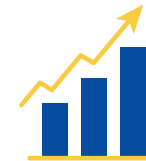


Introduction

Mentoring



Knowledge transfer
between individuals



Increased effectiveness as duration
and relationship strength increase

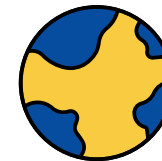


Guided by experience
and relevance

What differentiate the achievement of skillful, great character, and driven people?



Starting point



Environment



Guidance

People with similar strengths and qualities often have different outcomes point

Mentoring is often the main differentiator. Unfortunately most happen by luck and not by design.

The need for mentoring is often associated with work (ie, comes up later in life). What would be the benefit of having mentoring as early as possible?



Mentoring today



Mentoring today

Background

Mentoring accelerates career and shapes path

Willingness to become a mentor is dependent on the environment

The impact is significant yet intangible

There are a number of people ready to be mentor and mentee

Problem

An experienced person is not always mentor material

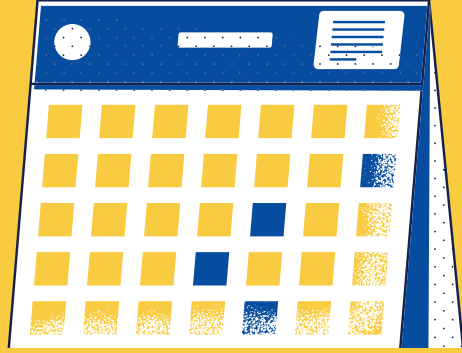
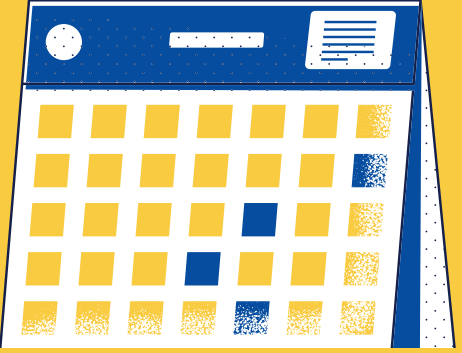
It is difficult to assess which person should be the mentee

Measuring mentoring activities is challenging

Lack of platform to facilitate meeting

Finding guidance is challenging

People spend significant amounts of time looking for that person who can help them with career development

- 
- 
- B was an engineering student planning to enter the oil and gas industry
 - Went on LinkedIn to search for guidance and started cold calling people
 - Low success rate in starting conversations
 - Unstructured discussions leading to limited benefit
 - Finally met someone who was also a career coach to help the journey



Identifying the gap

Identifying the gap

Knowledge Gap

Limited exposure to mentoring and its benefit

Mentoring is often considered an exclusive activity

Limited clarity on establishing a relationship and conducting session

Difficulty in measuring progress and impact

Market Gap

Limited support from institutions in establishing internal program

Lack of facilitator for individuals and cross-industry interaction

Small number of organizations which design, measure, and implement structured mentoring programs based on scientific research



Benefit of mentoring



Benefit of mentoring

**Research shows that mentoring
creates a powerful impact**



Benefit of mentoring for youth

Improve the social-emotional (e.g., problem-solving, decision-making, goal setting, or resource seeking) strengths of adolescents,



Improve academic and vocational functioning
(Dam et al, 2018)



Prevent youth from encountering adjustment problems in the future (Wheeler, Keller, & DuBois, 2010; Komosa-Hawkins, 2012)



Improve students' transition to university
(Lunsford, Crisp, Dolan, & Wuetherick, 2017)

Benefit of mentoring

**Research shows that mentoring
creates a powerful impact**



Benefit of mentoring for professionals

Exhibited higher levels of affective organizational commitment (AOC), which in turn led to reduced turnover intention (Craig, Allen, Reid, Riemenschneider & Armstrong, 2013).

A highly useful tool for the attraction of new employees (Benabou & Benabou, 2000; Singh, Bains, & Vinnicombe, 2002)

Positively affects career development (Jyoti & Sharma, 2015)

Retention of high potential talent (Hegstad & Wentling, 2004; Payne & Huffman, 2005)



Implementing structured mentoring programme

Addressing the gap and improving the initiative

So why not make mentoring easy, structured, and inclusive

1

Accessible to anyone

2

Part of a well-defined culture
of seeking and giving help

3

Introduced early

4

Facilitated by institution or
platform

5

Measurable and with
accountability/transparency

6

Connecting a person quickly
and efficiently

Implementing structured mentoring programme

Introducing a structure provides a foundation of long term engagement and benefits, especially when both participants are new



Curriculum

Provides guidance for discussion

An overarching theme for the programme

Topic for each session



Measurement tool

Provides insights on individual progress and impact

Administered at specific interval in conjunction with the curriculum

Allows relevant personal development initiatives



Monitoring tool

Promotes accountability and visibility

Consolidated view of the programme

Data driven insight to drive strategy

Implementing structured mentoring programme

Our recent programme with a vocational institution showed encouraging results

Mentee satisfaction is considered really high with total score 4.6 (sangat baik) out of 5

Mentee feels that mentoring allows them to visualize themselves in the workplace and what needs to be done to succeed

90% of mentees feel that mentoring session improves their readiness for work

90% of mentees feel that mentoring sessions helped them to shape and plan their next step after graduation

Mentees still feel that the duration for each mentoring session is inadequate



Building mentoring culture and initiatives at school



Building mentoring culture and initiatives at school



Why?

Build knowledge sharing habit

Promotes confidence

Competitive advantage



How

Introduce cross-level mentoring

Structure a programme which includes relevant topics to students

Harness the power of alumni

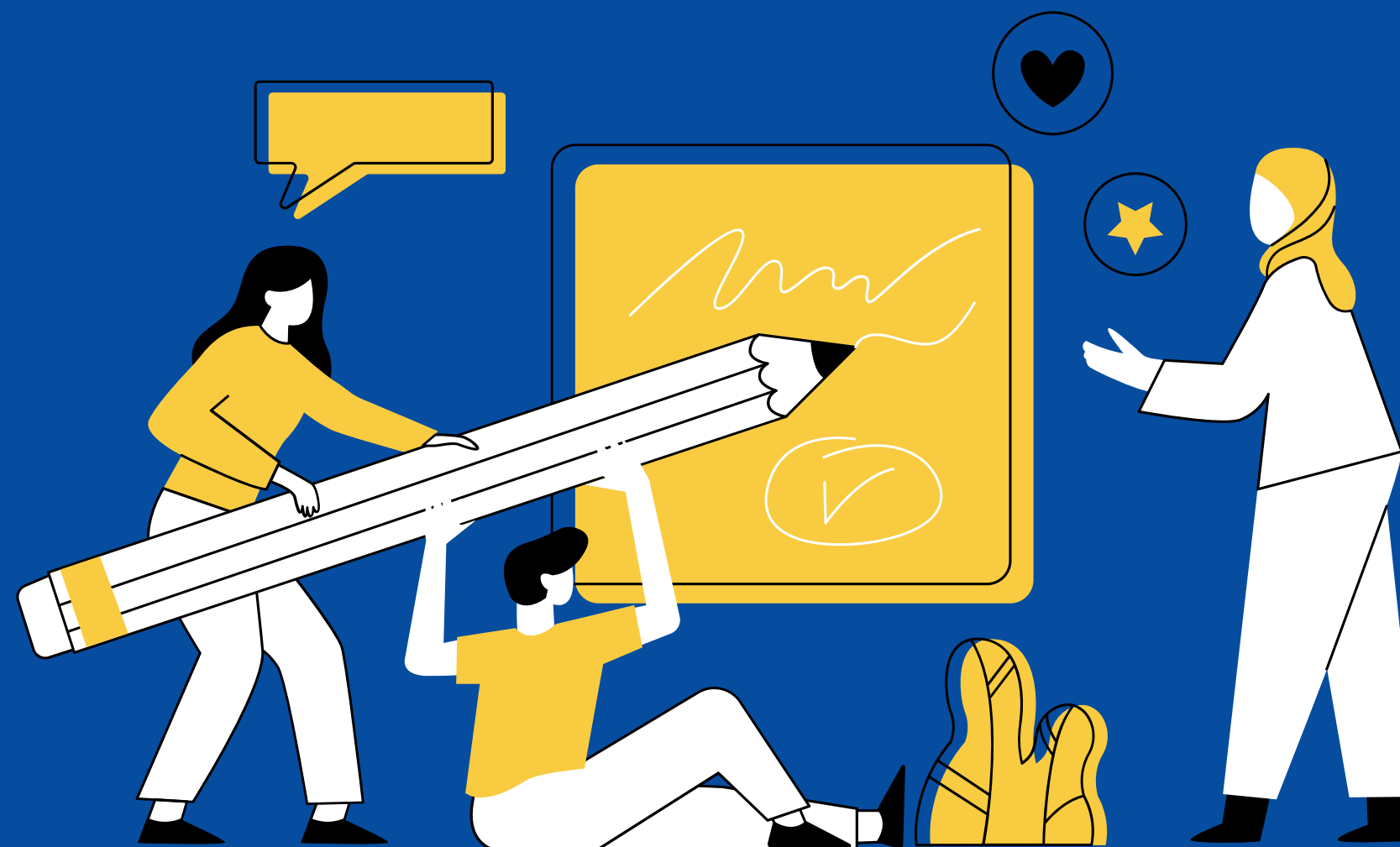


Added benefit

Insights on students

Means of obtaining feedback

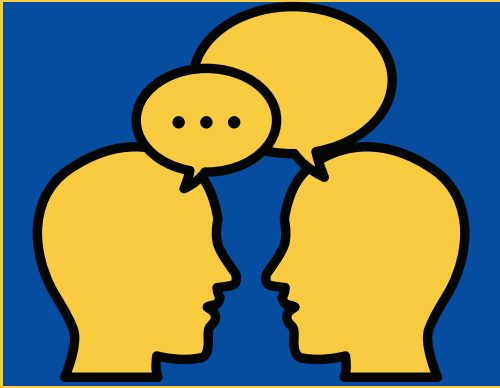
Builds specialty



Closing words



Closing Words



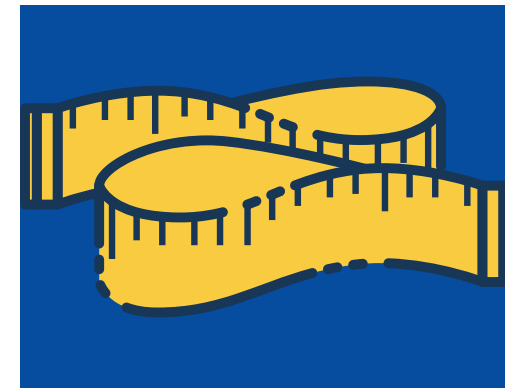
Mentoring has been around for quite some time



The benefits are significant yet there are limited effort to nurture the process



A structured mentoring programme helps in increasing effectiveness, accountability, and impact



Measuring and monitoring mentoring programme offers insight on progress, address individual requirements, and build relevant strategy



Introducing mentoring initiatives at the early stage promotes mentoring and knowledge sharing culture



For further information please contact us:



info@mentorinc.io



Connect with us:

 **@mentorincofficial**



Mentor Inc.



www.mentorinc.io