

## **Mentoring**

With mixed nationality crews and crewing itself reduced to the absolute minimum on many ships, those persons who would once have been available to offer professional guidance and coaching no longer have the time to do so. Trainees are therefore finding it increasingly difficult to discuss job-related issues or their career aspirations with anyone on board.

Mentoring is a work related or professionally based partnership between two people which gives them the opportunity to share their professional and personal skills and experiences, and to grow and develop in the process. It is based upon encouragement, constructive comments, openness, mutual trust, respect and a willingness to learn and share. Typically, mentoring takes place between a more experienced and a less experienced person in a totally confidential environment.

Mentoring is an ongoing relationship that can last for a long time; it can be informal and meetings can take place as and when the mentored individual needs some guidance and/or support. It can be long term and takes a broad view of the person. The Agenda is set by the mentored person with the mentor providing support and guidance to prepare him/her for future roles.

Benefits to the mentored person are:

- Development outcomes which may include, knowledge, technical and behavioural improvements
- Better management of career goals
- Developing wider network of influence
- Increased confidence and self-awareness which helps build performance and contribution

Mentors also benefit from the satisfaction of passing on their knowledge, skills and expertise.