

Mentorship: A Deliberate Program or an Ad Hoc Adventure? Part 1

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Summary

“After five decades of mentoring relationship research, the evidence is irrefutable: people who have strong mentors accrue a host of professional benefits, including more rapid advancement, higher salaries, greater organizational commitment, stronger identity, and higher satisfaction with both job and career. They also see personal benefits, such as better physical health and self-esteem, ease of work-life integration, and stronger relational skills. At its best, mentoring can transform lives and careers while bolstering retention and maximizing employee potential.”
(Johnson, Smith and Haythornthwaite, 2020)

In this, the first of two related talks, we will look at the experiences of an individual who has been continuously employed by an organization with a deliberate mentorship program. We will discuss what that program looks like, how it is structured and the benefits and limitations of it. Through stories with relatable threads of truth, we will look at the intentional mentoring experiences and how they shaped the plans and openness to growth of the individual. These experiences will be contrasted with times when mentoring was absent or not leveraged in decision making. Just as it takes a village to raise a child, it takes technical and career mentors to build a purposeful and long-lasting career. Lastly, we will look at how that program has contributed to the development of this person in their current mentor role.

Acknowledgements

CSEG Foundation Mentorship Program



References

Johnson, W., Smith, D. and Haythornthwaite, J. (2020, July). Why Your Mentorship Program Isn't Working. *Harvard Business Review*. <https://hbr.org/2020/07/why-your-mentorship-program-isnt-working>