

Mentorship: A Deliberate Program or an Ad Hoc Adventure? Part 2

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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 second talk, we will look at the experiences of an individual who has worked with multiple organizations for periods ranging between one and fifteen years and who has not had access to a deliberate mentorship program. Through stories with relatable threads of truth, we will look at significant mentoring experiences, even though they were not presented in a stated context as such, and how they shaped the plans and openness to growth of the individual. We will discuss what a self-directed program may look like, how mentors can be found and the benefits and limitations of this approach. 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>