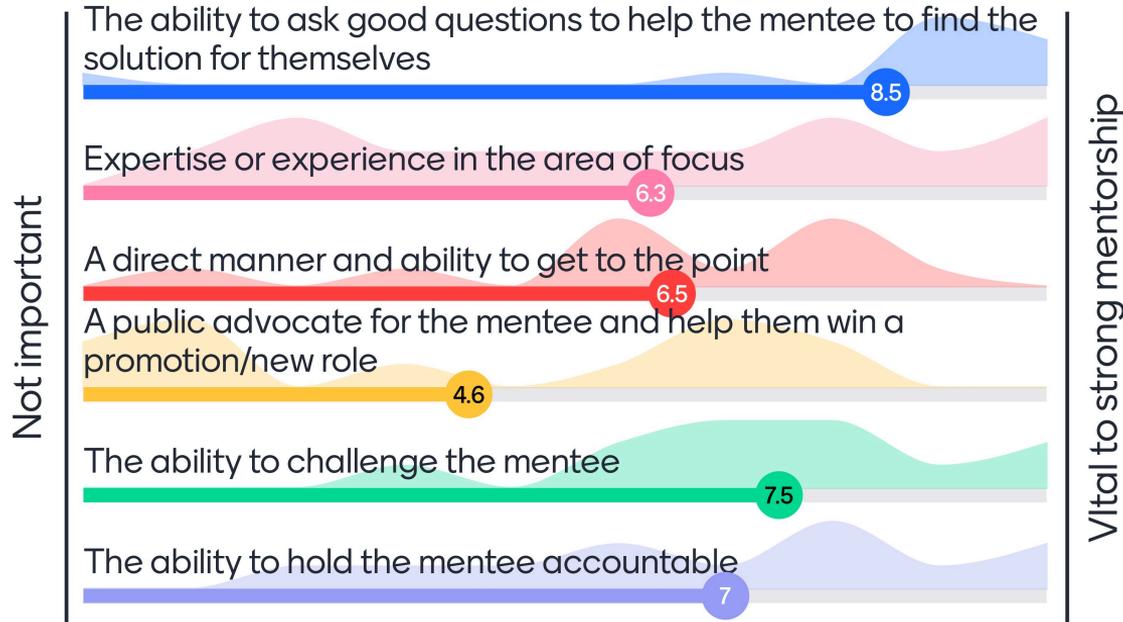


# How would you respond to the following as key qualities and roles of a good mentor?



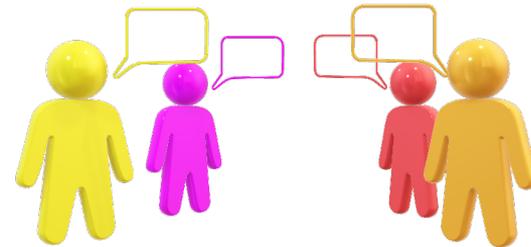
“A mentor is someone who can transfer ***role-specific skills or knowledge*** that helps the mentee ***accelerate their development.***”

**Sean Weafer**  
**Founder at The**  
**2Degree Club, Dublin,**  
**Ireland**



## How would you sell a mentoring programme to PMI staff?

- To be a mentor
- To be a mentee



*“The mentor not only gains the enormous intrinsic satisfaction of being part of another’s development journey, but also can acquire insight into the activities which may be challenging their own team.*

*This enables the mentor to reflect and adjust their own leadership behavior to be even more effective.”*



**Christine Rumble**  
**Chief Talent and Culture Officer, AccorHotels Asia Pacific**

# What are the ideal criteria for matching mentors and mentees?

Skills

Interaction styles

Experience

Mutual Chemistry.

Confidence

Passion areas

1) chemistry

Openness

Trust

# What are the ideal criteria for matching mentors and mentees?

Cultural understanding

Subject / functional skill set.  
Personality. Behavioural aspects.

Intent

Mutual commitment to development

Skill set, varied seniority, culture  
diversity

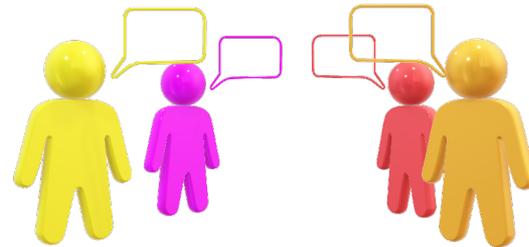
Trust

challenges or aspiration of the  
mentees matching with the mentors'  
experience

## Matchmaking

- Relevant experience and seniority
- A values match
- A broad perspective
- Someone you respect  
(but not necessarily like)

Who is going to be responsible for recognising the needs of possible mentees and making the match?



“The relationship is a team effort.

Transparency, honesty and regular reviews are essential.”

**Kerrie Dorman**  
**Founder of The Association of**  
**Business Mentors.**  
**London, UK**



# What are the key ingredients of a good mentoring relationship?



- 
- Clarity of purpose
  - Driven by the mentee
  - Honesty and Transparency
  - Curiosity
  - Commitment and Accountability
  - No ego!
  - Discretion and Trust
  - Freedom to Walk Away

“You would rather your coach tell you genuinely what is needed and where your failings are and your strengths are, rather than your coach sugar-coating it and keeping it positive all the time.”

**Dame Katherine Grainger**  
**Chairwoman, UK Sport, Olympic**  
**Gold Medal rower and six-time**  
**World Champion**

The Times, September 27<sup>th</sup> 2017

