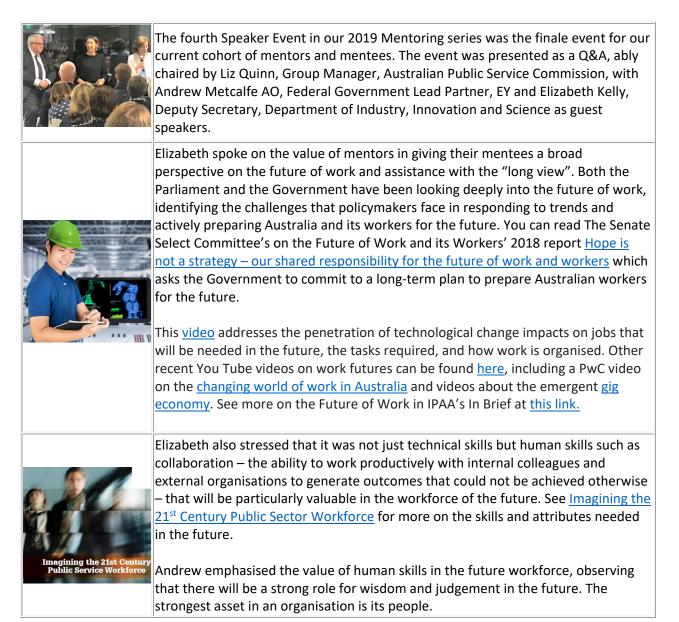




This is the fourth in a series of *Mentoring Resources* which will provide you with links to material that may be of interest to you between mentoring sessions. We hope you find them useful!



|  | Andrew also spoke about some of the work practices at EY around onboarding of<br>new staff. He was assigned a buddy when he started, and he still has that same<br>buddy after 6 years in the organisation. Buddies help new employees adjust to<br>their jobs and are sometimes seen as an <u>induction mentor</u> -a neutral and impartial<br>confidante for any concerns or difficulties you may have and to help you to work<br>out strategies for success.                  |
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|  | Andrew said that he has never had a formal mentor and that, even at a late-career<br>stage, it may be useful! As a process for the informal transmission of knowledge,<br>social capital and the support relevant to work, career, or professional<br>development, mentoring is a relationship between someone with greater relevant<br>knowledge, wisdom, or experience (the mentor) and a person who is perceived to<br>have less (the protégé).                               |
|  | <u>Reverse mentoring</u> occurs when the protégé is senior to the mentor. Think of<br>Robert DeNiro's character (the protégé) reporting to a younger Ann Hathaway's<br>fashion editor (the mentor) in the 2015 film, The Intern. In a recent <u>post</u> on its<br>website, the Wall Street Journal has a video on younger workers being social<br>media mentors, as social media skills become increasingly valuable.   |
|  | And the last word goes to Liz Quinn, who emphasised the importance of <u>networks</u><br>in navigating your way through your professional and personal life. The like-<br>mindedness of others in your networks provides a safe space for bouncing ideas<br>around and developing valuable contacts. Building a network can help you better<br>understand best practices, stay on top of trends and be in the know about what<br>others are doing to innovate in the same space. |