

Title of Presentation: The Role of Mentors in Employees' Career Development

Abstract:

Empirical research identifies mentoring as an important aspect of career development of all employees. Mentoring is not remedial help. Rather, mentoring improves self-efficacy in professional development. In addition, mentors contribute to their proteges' career development and career aspirations. It is a process whereby a senior employee works with a more junior employee to develop their skills. This presentation will provide an overview of the empirical research on mentoring programs in organizations, including the initiation of mentor-protégé pairings, sample contracts for both parties, and ways to measure the success of the mentoring relationships. Recommendations for organizations to establish mentor-protégé pairs will be offered.