



CORNERSTONE CONSULTING

**Mentoring Matters:
Briefings for Business Leaders**

**Topic:
When the Going Gets Tough...**

When the going gets tough—the “tough” get Mentoring!

In many organizations, when times are tough and budgets get cut, one of the elements that begins to suffer is “employee development”. So how does an organization balance the necessity to tighten their belt, but make certain that their employees continue to get the development they need?

Mentoring!

Mentoring is one of the most cost-effective tools an organization has for the development of its people. Mentoring is the pairing of an individual (the Mentor) with the experience, knowledge and/or skills in specific content areas that is willing, able and available to share this information with another individual (the Mentee). Mentoring allows an organization to tap into its best asset – the wealth of knowledge and experience of its present employees.

When times are tough, an organization doesn’t want to *stop* developing the skills/competencies, talents and specific areas of expertise that made the organization successful or obtain new skills/competencies that will ensure they are able to sustain their business in a competitive environment.

Using the great storehouse of talent that is present within your organization makes the most of your internal assets – its people and its knowledge capital. With well-trained Mentors and Mentees, an organized Mentoring Learning Plan, and a supportive Process in place, you can maintain or reduce developmental costs and still ensure that your people continue to learn and grow. Tracking the process to ensure an organizational return on investment will position the mentoring initiative not just as a feel-good program, but as an organizational business strategy.

No matter what shape the economy is in, how the industry is forecasted, or what is on the horizon for market demands, when it comes to identifying a just-in-time, time-efficient and cost effective way to develop people... **it’s mentoring!**

Questions or feedback - please contact us:

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