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Mentoring. Where leadership means knowledge transfer : The smart way to do business?

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GRIN Publishing Mrz 2016, 2016. Taschenbuch. Condition: Neu. Neuware - Seminar paper from the year 2015 in the subject Business economics - Business Management, Corporate Governance, grade: 2,0, University of applied sciences, Munich, language: English, abstract: This assignment deals with the thesis "Mentoring: where leadership means knowledge transfer". Mentoring through leaders has become a more and more popular approach to establish knowledge transfer and relationships within a company. All parties, the organization and the mentoring pair, can benefit from mentoring programs. Mentoring comes along with different chances and challenges, which need to be taken into consideration upon the implementation of a mentorship program. In case an organization decides for mentoring, it is not only about the implementation but as well its sustainability. A practical example, where mentoring has been successfully implemented, is the "Elevate: Executive Mining Mentorship Program" of PWC. It outlines that mentor and mentee have to be open for such a relationship and bring certain requirements for successful pairing. Mentoring has overcome its phase of simple knowledge transfer by leaders to passive mentees. It has become process-orientated which means that mentees also discuss what they learn with their mentors through critical analyzes. In the future, mentoring programs might...



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