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Nota di contenuto	Title Page; Table of Contents; What Is Mentoring?; The Importance of Mentoring; What Mentors Do; Develop and Manage the Mentoring Relationship; Survey; Sponsor; Guide and Counsel; Teach; Model; Motivate and Inspire; Final Thoughts; Suggested Readings; Background; Key Point Summary; Lead Contributor
Sommario/riassunto	Mentoring is an intentional, developmental relationship in which a more experienced, more knowledgeable person nurtures the professional and personal life of a less experienced, less knowledgeable person. Both mentors and mentees realize many benefits from mentoring, as do organizations that encourage, structure, and support mentoring. Effective mentors develop the leadership capacity of their mentees while increasing their own skills. They transfer their knowledge and expertise back into their organizations. They nurture the alignment between employee aspirations and organizational imperativ