



Get a  
**Business**  
Work**Out**

See Page 14

**Dealer Profile** |  
Royer & Schutts

**Cash Management** |  
Bill Kuhn

**Mentoring  
Relationships** |  
Tye Maner



# Mentoring Relationships Help Companies Thrive

By Tye Maner

Recently, I was asked to speak at a National Conference for Accountants on the importance of the mentoring relationship in the corporate arena. In researching and gathering my thoughts on the subject, I came to realize that not only is it important to be a mentor but it is equally as important to be the recipient of mentoring. . . a mentee.

As I crafted my presentation, I recalled an interesting observation made by many of my colleagues. They observed that I was constantly mentoring others by sharing my knowledge to help them grow and succeed both personally and professionally but that they didn't notice anyone mentoring me. "Who was helping me learn and grow?" they asked.

They recommended that in order to grow further, I find several mentors who were doing so much better than me that I might almost feel dumb in their presence. That was an interesting challenge. It's great to feel like the smartest person in the room, but who wants to feel like the dumbest in the room? I accepted the challenge.

I identified a couple of business executives that I respected because of their tremendous success and over a single lunch, it was astonishing the information they shared that I used to grow my business and develop personally. It may have taken me months, even years, to uncover that

information on my own yet, here it was just waiting to be shared with others and all I had to do was ask.

Why do I bring this experience to your attention? It's no surprise that more than 80% of management and senior executive recruits change employers within two years of hire. Mentoring can not only help retain your staff, but it is an excellent way to increase their performance.

How? In its simplest form, mentoring is when a role model, or mentor, offers support to another person. A mentor has the knowledge and experience in an area that another person needs, in order to learn and succeed on their own. When the mentor shares with the person being mentored, it gives the mentee the insight and experience to tackle new things, solve problems and feel empowered in doing so.

Through this continuous cycle of education and motivation from the mentor, the mentee has a clearer path to success, which is a compelling reason to stay with their company and perform at a high level out of respect for their trainer.

*continued on page 28*



Tye Maner is president of the Tye Maner Group, a national sales and leadership development firm based in Tampa, Florida. Tye can be reached at [tye@tyemanergroup.com](mailto:tye@tyemanergroup.com) and 813-672-1040.

## Being A Mentor

As a mentor myself, I find great reward in assisting the growth and development of another. So, what does it take to be a good mentor? The following characteristics are a must:

- Self control – be able to accept the inevitable mistakes of a less experienced person.
- Value the differences – don't attempt to make the mentee your clone.
- Provide balanced feedback – make sure you point out first what they are doing well before you identify where there is room for improvement.

## Being a Mentee

Everyone can use mentoring. It doesn't matter if you are the new kid on the block or the owner of the company. When you invest your time in being a mentee, you will be rewarded with accelerated learning and experiences from your mentor including:

- You will learn from and avoid the mistakes that they may have made.
- You will learn about your industry.
- You will meet great people and form valuable relationships.
- You will be able to mentor someone yourself in the future.

If your organization offers a mentoring program, sign up and get involved. If there isn't a formal mentoring program, suggest one or identify people you would like to learn from and approach them about mentoring you.

The mentoring relationship can be a venture where everyone wins. A win for the mentor, a win for the mentee, and a big, big win for your company.

**installNET** Installation made easy. *Anywhere.*

*The First Network of Independent Installation Companies*

Over 250 service providers offering trouble-free office furniture installation services throughout North America.

- ▶ A network of installation professionals
- ▶ 24/7 access to real-time project status information
- ▶ Online Quotes, national capability and experience
- ▶ Consistent performance and service excellence nationwide
- ▶ A one-stop solution for multi-location projects
- ▶ Moves, reconfigs, panel cleaning and more!

**Call 1-888-GO-INSTALL Today or go to [www.installnet.com](http://www.installnet.com)**