

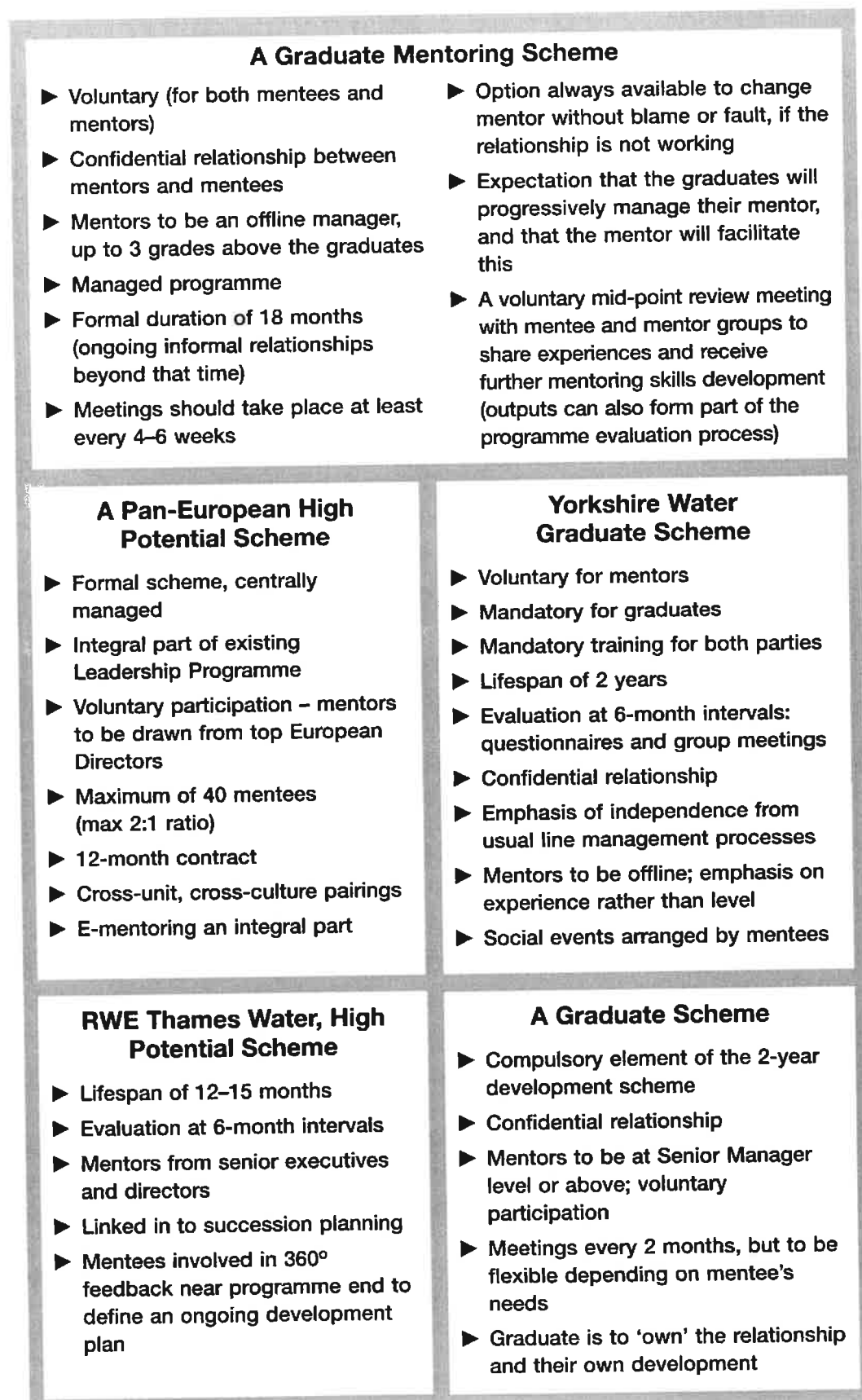


Figure 10.2 Examples of the principles incorporated in various organisational designs

organisations designs

The most novel approach in the group was at Avaya, where mentors advertised for mentees (Figure 10.6).

MENTOR SEEKS MENTEE!

Looking for close match or total opposite for two-way productive relationship!

On my side I can offer GSOH but I'm not a lightweight; I have some ideas that might be described as non-establishment but others might call innovative; I'm a pretty good listener and can empathise – but I try hard to be impartial.

[Box 12345]

ARE YOU TAKING CARE OF YOURSELF AT WORK?

Weary of the daily grind? Concerned about your future? Unsure of your career direction?

Why not take the opportunity to work with someone who would like to help?

As a mentor, I am here to devote some time to you.

Our conversations will be confidential and impartial, and are focused on helping you succeed.

I am an experienced and successful person and will aim to provide energy and creativity in helping you. I believe that the relationship will be most successful when based on mutual trust, honesty and integrity.

Over an agreed period of time we'll work towards your objectives, focusing and clarifying your direction to enable you to achieve your desired success.

Contact:

MENTOR

Available for personal coaching

What other mentees have said about me:

- 'Has really helped me to see the way that I can develop my career.'
- 'Has helped me to avoid falling into the same traps many times over.'

Do you experience these difficulties?

- Don't know where your next career move is?
- Have problems with people not delivering what they should?
- Are relationships with others holding you back from promotion?
- Need to introduce internal change?

This mentor will help you to help yourself through:

- Integrity
- Confidentiality
- Results orientation

Helping YOU to achieve YOUR goals!

Figure 10.6 Advertising for mentees at Avaya

