

# MENTORSHIP AND LEADERSHIP

*[ Upskilling professionals for growth and success ]*

## THE INAUGURAL YOUNG LEADERS CONFERENCE

Presentation by:

CPA JOEL KOBIA, TJoe  
Lead Consultant – Royal Lead Consultants Ltd  
Wednesday, 1<sup>st</sup> September 2021

Uphold public interest



*The task of an excellent mentor is to stimulate “apparently ordinary” people to unusual effort. The tough problem is not in identifying winners: it is in making winners out of ordinary people.*



- K. Patricia Cross -



- The Who -What- Why of leadership
- Leadership: Nature - Nurture - Choices
- Roles of leaders
- Mentorship: Mentor – Mentee
- Q & A



- ❖ A leader is a dealer in hope. - *Napoleon Bonaparte*
- ❖ Leadership is unlocking people's potential to become better. -*Bill Bradley*
- ❖ Do not go where the path may lead, go instead where there is no path and leave a trail. -*Ralph Waldo Emerson*



# LEADERSHIP: - WHO -



❖ A leader is one who knows the way, goes the way, and shows the way.

*- John C. Maxwell*

❖ The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things. -

*Ronald Reagan*



# LEADERSHIP: - WHAT -



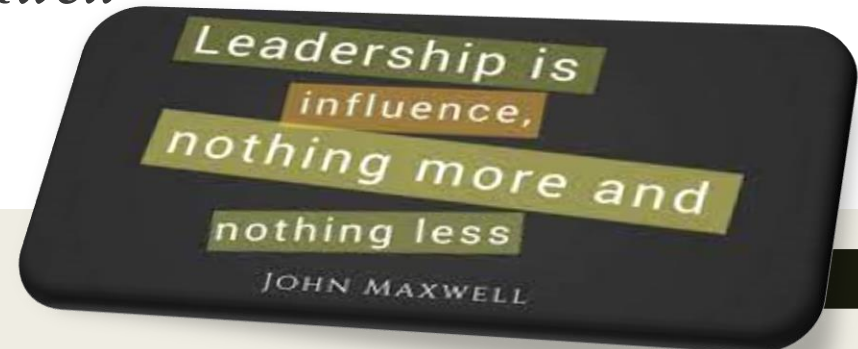
- ❖ Leadership is making others better as a result of your presence while making sure that impact lasts in your absence.- *Sheryl Sanberg*
- ❖ Without initiative, leaders are simply workers in leadership positions. - *Bo Bennett*
- ❖ A man who wants to lead the orchestra must turn his back on the crowd.- *Max Lucado*



# LEADERSHIP: - WHAT -



- ❖ Management is doing things right; leadership is doing the right things.- *Peter Drucker*
- ❖ Some people want it to happen, some wish it would happen, others make it happen. - *Michael Jordan*
- ❖ Leaders must be close enough to relate to others, but far enough ahead to motivate them.- *John C. Maxwell*





# INFLUENCE



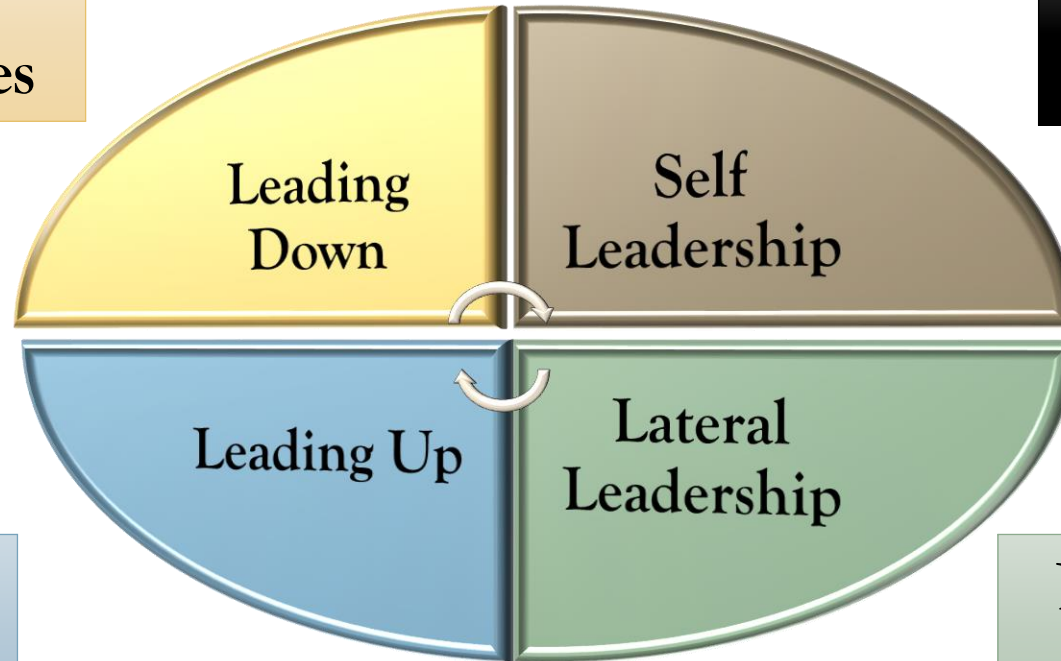


# LEADER 360 ROLES



Lead Your  
Subordinates

Lead  
Yourself



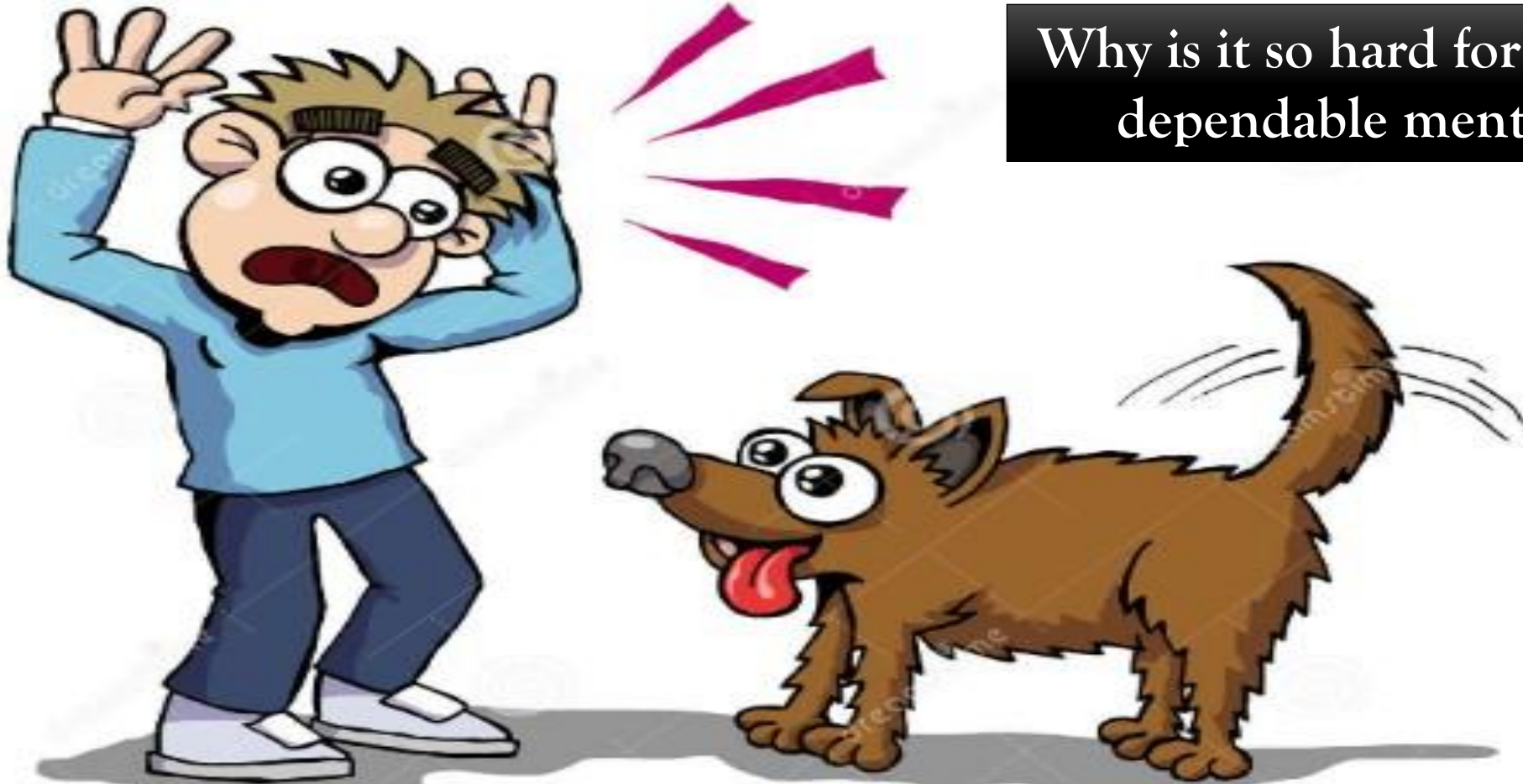
Lead Your  
Boss

Lead Your  
Peers

- ❑ No one learns as much about a subject as one who is forced to teach it – *Peter F. Drucker*
- ❑ Tell me and I forget, teach me and I may remember, involve me and I learn. Benjamin Franklin
- ❑ If you have knowledge, let others light their candles at it. – *Margaret Fuller*



Why is it so hard for to find dependable mentors?



# MENTORSHIP



- ❑ Learning process where helpful, personal and reciprocal relationships are built while focusing on achievement
- ❑ Mentor: An individual with expertise who can help develop the career of a mentee
- ❑ Mentor has career related and psychological functions (Professional development as well as general work-life balance)





- ❑ Reflective Model: Mentor helps mentee become a reflective practitioner
- ❑ Apprentice Model: The mentee observes the mentor and learns
- ❑ Competency model: Mentee given systematic feedback about performance progress
- ❖ *Mentorship can either be **FORMAL** / **INFORMAL***



- ☐ Question your actions Vs Highest Priority?
- ☐ Plan your tomorrow today
- ☐ Embrace solution oriented life
- ☐ Schedule time for your 8 core areas
- ☐ Default: Build systems around activities

# THE ARREST ...



- ☐ *Batch your time [3 hourly reviews]*
- ☐ *Get a P.A [Guide your appointments]*
- ☐ *Self Awareness - Right Attitude*
- ☐ *Expand your wake-up time*
- ☐ *Get unstuck - Expand knowledge / Capacity*



# URGENT - IMPORTANT MATRIX



|               | URGENT   | NOT URGENT   |
|---------------|--|--|
| IMPORTANT     | <p>Q1: Urgent &amp; Important:<br/><i>CRISES / DO</i></p>                        | <p>Q2: Not Urgent but Important:<br/><i>PLAN / GOALS</i></p>                   |
| NOT IMPORTANT | <p>Q3: Urgent but not Important:<br/><i>Interruptions = Delay / Delegate</i></p> | <p>Q4: Not Urgent &amp; Not Important:<br/><i>Distractions = Eliminate</i></p> |

# THE ARREST ...



- ☐ *Eliminate*
- ☐ *Assertive Card: Default No*
- ☐ *Delegate*
- ☐ *Act Now - No to procrastination!!*
- ☐ *Prior Planning - Know the flow [Default]*

..AT NEW  
ORGANIZATION

...AT A NEW  
ROLE

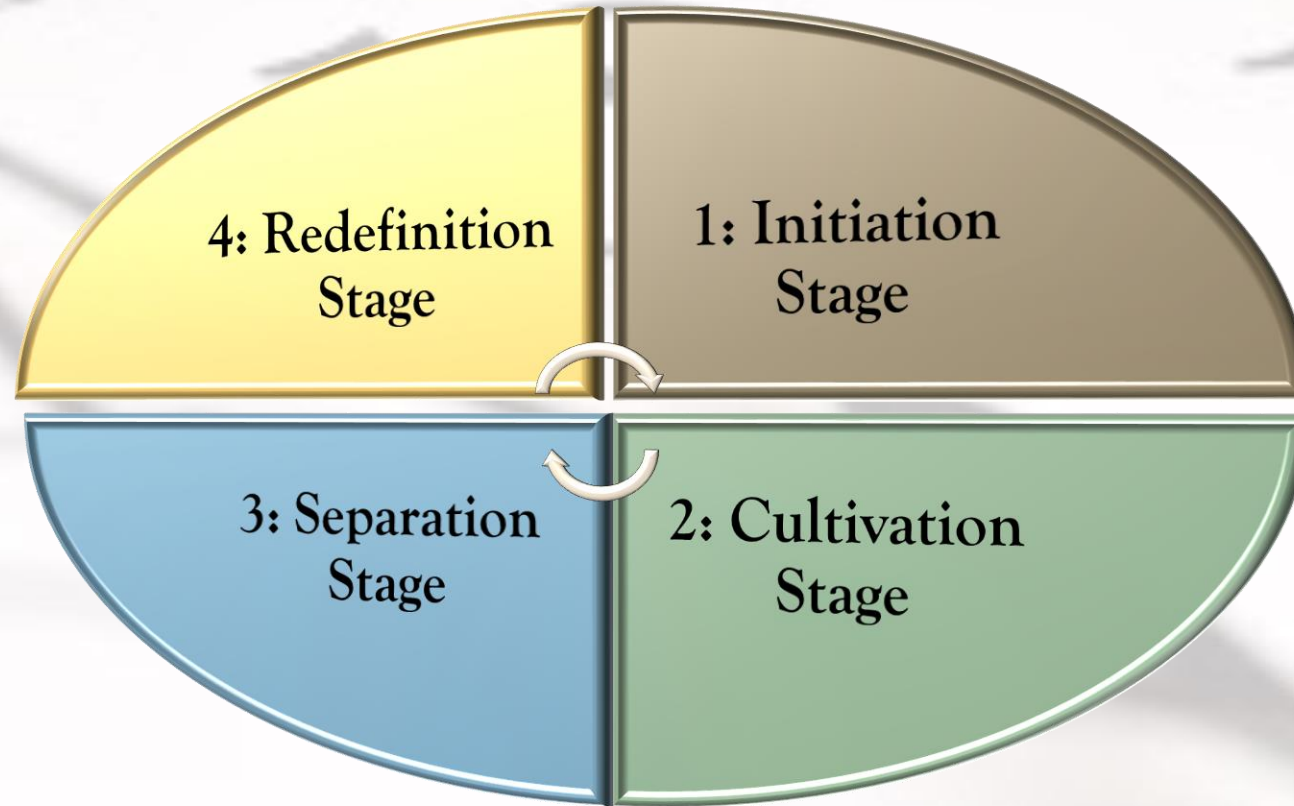
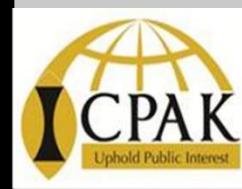
# Who Needs a mentor?

Nothing comes from Nothing

... AT A NEW LEVEL



# MENTORSHIP STAGES



### Initiation Stage - 1

- Two Individuals enter into mentoring relationship
- Informal Mentorship– Matching through social/professional interactions: Potential mentee search for appropriate role models
- Formal Mentorship: Done at corporate level – taking care of demographics

### Cultivation Stage -2

- Primary stage of learning and development
- The broad functions of mentoring at peak during this stage: career & psychosocial
- Psychosocial sets in after establishing interpersonal bond
- Relationship matures into strong friendship

### Separation Stage - 3

- Marks the end of the official mentorship relationship for a number of reasons e.g. mentee in need of establishing an independent identity or nothing left to learn.

### Reproduction Stage - 4

- Both mentor and mentee agree to continue with their relationship at a different level
- The focus here is no longer on the mentee's career development.





## Availability

- Physical Availability
- Emotional Availability
- Respect each other's time
- Out of Hours contacts [Online]

## Active Listening

- Let the mentor do the talking, actively participate but avoid interrupting
- Ask great questions and take note
- Sum up what you heard - Empathy

## Analysis

- Honesty with diplomacy
- Insightful Analysis
- Objectivity & fairness
- Safeguard confidentiality





Start with End in  
Mind!

- ☐ *Guide self to lead your World*
- ☐ *You can't give what you don't have*
  
- ☐ *Employ Empathy*
- ☐ *Embrace professionalism at all times*
  
- ☐ *Go beyond the Norm*

# GO FOR IT!!



- ❖ Ride on synergy
- ❖ Create your own reality
- ❖ Inculcate self awareness
- ❖ Own the problem; be the solution





# PARTING SHOT



*People with GOALS succeed because they know  
where they are going - Earl Nightingale!*





## CPA JOEL KOBIA -TJOE

Tel. 0722 294 325 / 0732 075 805

Tweeter: @TJoeKobia

LinkedIn: CPA Joel Kobia

YouTube: [Joel Kobia - TJoe](#)

FB Page: Joel Kobia – Life Coach