

Mentoring

It is a process not an outcome

Hundreds of years ago the concept of mentoring was in use worldwide. If you wanted to be a painter, the best way to learn from was from a painter. You didn't go to a blacksmith or a carpenter no you just went to Rembrand to ask if you might become his apprentice. You were not sure that you would become as good as the master, but you did know that you had started the right process to become a high performer.

Why did this happen?

For all people it was obvious that you learn best from people who master the job and had literally done what you want to achieve. This classical model of learning has delivered very talented craftsmen like painters, carpenters, writers and so on.

Nowadays the concept of mentoring is heavily used in circumstances where people have to deliver under stress high performances, like baseball, athletics, football and the like. Learning from people who has walked your path before is very effective and motivating.

A nice example of high performers who uses this mentoring model extensively is football club Barcelona.

Are you using a mentoring model?

In all high performance sports mentoring is used extensively and has provided excellent measurable results. So why are we not using the same model for working professionals? They too work under stress and need to be high performers in a very competitive environment. They too need to learn from high performers who has walked their path before.

Traditional mentoring has disappeared because it became very difficult to find people who had done what you would like to become. Through the use of new web technologies it is again possible to find the right mentors for the mentees wherever they are on this planet. So everybody who likes to become a high performer has the possibility to find the knowledge, wisdom and experience to help him to become great.

[Dr. Izzy Justice](#) has developed and implemented a cutting-edge method which makes traditional mentoring again possible in our modern society.