



THE CORNERSTONE EAGLE

APRIL 2020 Edition



CORNERSTONE
INTERNATIONAL
GROUP

“Everyone should have a Mentor”. “I would not have achieved what I did in my career if I did not have a Mentor”. These are pretty common comments one hears in the market place. Or, “Mentors are the next best thing since sliced bread”!



The last eight weeks have simply been unimaginable for all businesses around the world due to Covid 19 pandemic and the future remains uncertain. While we are very mindful of the rapidly changing business landscape and the impact this might be having on us, our clients, and the communities we work in. It would surely help at this stage in life that we have a trusted Mentor around us, as a **Mentor walking alongside with me the Mentee and offering advice** from a third person perspective.

In this month’s edition of the Cornerstone Eagle, we’ll look at what mentoring is, and discuss the reasons why you might enter into a mentoring partnership. Should you offer to help others, or ask for help from someone – or both? **More Later.....**

Cornerstone International Group's vision is to be the best Global Talent Consultancy Group worldwide, and our mission is to accelerate the success of our clients by providing top-quality consulting services in the field of executive search, coaching, talent & workforce management solutions that are faster, better and at a value that serves our clients locally and globally. The Cornerstone Eagle newsletter is not a sales letter to promote activities of our 60 offices globally, but a tool to inspire you to maximize your personal and professional potential to be a Better Leader and a Better Person both at home and at business.

We shall be your Faithful Companion / Coach / Mentor on your life and career journey, supporting you to discover yourself and offering good advice for 'Healthier Business and Life'.

Best Wishes,

Simon Wan
Chief Executive
Cornerstone International Group
Phone No.: +86 21 6474 7064 |
Email: simon-wan@cornerstone-group.com



Mentoring

A Mutually Beneficial Partnership

Mentoring is a relationship between two people with the goal of professional and personal development. The "**mentor**" is usually an experienced individual who shares knowledge, experience, and advice with a less experienced person, "**mentee**". It is also an opportunity to develop communication skills, expand viewpoints, and consider new ways of approaching situations. And both partners can advance their careers in the process. Such a partnership can be cross-industries, nor are they restricted to within the same profession or function.

Benefits to the Mentor

Mentors become trusted advisers and role models – people who have "been there" and "done that." They support and encourage their mentees by offering suggestions and knowledge, both general and specific. The goal is to help mentees improve their skills and, hopefully, advance their careers. Becoming a mentor can enrich your life on a personal and professional level by helping you do the following:



- **Build your leadership skills** – It helps you develop your ability to motivate and encourage others. This can help you become a better manager, employee, and team member.
- **Improve your communication skills** – Because your mentee may come from a different background or environment, the two of you may not "speak the same language." This may force you to find a way to communicate more effectively as you navigate your way through the mentoring relationship.
- **Learn new perspectives** – By working with someone less experienced and from a different background, you can gain a fresh perspective on things and learn a new way of thinking – which can help in your work life as well as your personal life.
- **Advance your career** – Refining your leadership skills can strengthen your on-the-job performance, perhaps helping you get that promotion to higher management – or into management in the first place. Showing that you've helped others learn and grow is becoming more and more essential to advancement in today's business world.



-
- **Gain personal satisfaction** – It can be very personally fulfilling to know that you've directly contributed to someone's growth and development. Seeing your mentee succeed as result of your input is a reward in itself.
 - **Footnote:** In an ideal situation in the workplace, the mentor is recommended to be a more senior person outside of the mentee's department, to avoid a close relationship like a boss and subordinate, which would weaken the objectivity of the advice and comments given.

Benefits to the Mentee

- **Gain valuable advice** – Mentors can offer valuable insight into what it takes to get ahead. They can be your guide and "sounding board" for ideas, helping you decide on the best course of action in difficult situations. You may learn shortcuts that help you work more effectively and avoid "reinventing the wheel."
- **Develop your knowledge and skills** – They can help you identify the skills and expertise you need to succeed. They may teach you what you need to know, or advise you on where to go for the information you need.
- **Improve your communication skills** – Just like your mentor, you may also learn to communicate more effectively, which can further help you at work.
- **Learn new perspectives** – Again, you can learn new ways of thinking from your mentor, just as your mentor can learn from you.
- **Build your network** – Your mentor can offer an opportunity to expand your existing network of personal and professional contacts.
- **Advance your career** – A mentor helps you stay focused and on track in your career through advice, skills development, networking, and so on.



Mutual Mentoring

It's often the case that, within an organization or a network, there are more people looking for a mentor than there are those offering to be one. A practical solution to this is "**mutual mentoring**".

Although it is probably useful to have a mentor who has "been there and done that", you might have to wait a long time for such a person to come along. Instead, why not try working with a less-experienced but willing person, who will still be able to encourage you to think about what you

want from your career, challenge you to commit to goals, and help you to review your progress towards them?

If you do the same for them, you already have the basis for a strong and mutually-beneficial relationship.

In this extremely challenging time of the Covid – 19 pandemic, the team at Cornerstone China has a Mentoring Programme focusing on helping graduates and young professionals age between 17-27. We welcome your enquiries and comments! And... Happy Mentoring!

Food for Thoughts From the Bible

GOD IS THE BEST MENTOR. He takes care of His people like a shepherd takes care of his sheep.



Psalms 23:1-3

The Lord is my shepherd, I lack nothing. He makes me lie down in green pastures, He leads me beside quiet waters, He refreshes my soul. He guides me along the right paths for His name's sake.

Psalms 25:4-5

Show me your ways, Lord, teach me your paths. Guide me in your truth and teach me, for you are God my Savior, and my hope is in you all day long.

Our Editor, Kuang Fu at kuang-fu@cornerstone-group.com would love to hear from you if you have special thoughts to share.

About Cornerstone International Group

Cornerstone International Group is a Global Talent Consultancy Group founded in 1989 with some 60 offices worldwide and headquarters in Shanghai, China and Atlanta, USA. Our **mission** is to accelerate the success of our clients by providing top-quality consulting services in the field of talent recruitment and coaching solutions that are **faster, better and at a value** that serves our clients locally and globally. We provide a proven approach to Executive Search, Executive Coaching and Board Solutions in China, Asia and across Europe and Americas. A global member of the Association of Executive Search and Leadership Consultants (AESC), **Cornerstone** is recognized as having the highest level of quality in the industry. Cornerstone is also named by Forbes as one of the Best Management Consulting Firms in Executive Search in 2016, 2017 & 2018, 2019 and ranked by Hunt Scanlon as top Global 25 groups in 2018

