

## **SEOUL: Mentor in the Role**

**Objective- To understand the role of a mentor in encouraging talented people**

**Outcomes- Employee guidance and development**

SEOUL took the role of Manita's mentor, he expected good performances and result for Manita, himself, his engineering department, and the company. The mentoring relationship was about bring about a cultural change for the department. Manita was one of SEOUL's best performers. She gave brilliant ideas for improving the company's line of electronic components and inexpensive ways of producing them. It turbulent ecosystem her creativity was a gift. She was valuable for company.

Manita had come plans for transforming the system though it was declined initially. The company Had to pay a price for terminating a contract with a supplier and production process need to be revised, but over the long term profits will increase as per product price would have decreased. There was also a ready market for the new components. SEOUL had heard that Manita. He felt she was disappointed was thinking of leaving the firm for a company that could see beyond the first or second quarter.

Although mentoring was not formally said but SEOUL had assumed the role of a mentor and started making effort to resolve the situation. He prepared a document and rallied to the senior management in favor of Manita's proposal. It was putting his experience of years to be on her side. SEOUL was known patent holder and was well acknowledged for his creativity and for the ability to implement his ideas. He finally management to get the management's nod for her idea. It worked fantastically. Management took the financial hurt during the first two quarters, but once the new component was on the retuned production line, the numbers quickly turned around. Costs declined 15 percent while sales jumped almost 30 percent. And Manita was so delighted with her bonus that she confided to SEOUL that she had no desire to leave. Besides, she had other ideas for further perfecting the line that she wanted to try.

However, the narrative goes beyond SEOUL standing up for his protégé. His encouragement of Manita had an impact on the entire engineering team. As word of what SEOUL had done circulated, morale increased. The engineers started approaching SEOUL with concepts they had created but had never before discussed with him. When SEOUL spotted several potential stars on his team, he found himself teaching more individuals than Manita because these once average performers realized their originality would be appreciated. The engineering team at SEOUL rose to prominence in the sector as a benchmark for innovation. Additionally, there was a decrease in turnover. The engineers saw that SEOUL was willing to go above and beyond his managerial responsibilities to support his staff members, and after learning that he had risked his own job for one of his engineers, they restored the employee loyalty that

had been lost due to a significant downsizing approximately a year prior to his return—not to the company, but to SEOUL.