

# Future Leaders Mentoring Programme



To help attract, motivate and retain the best and brightest people in the Civil Service, it is found very important to mentor and guide the competent civil servants. For mentoring, the services of the selected in-service and competent superannuated civil servants will be used.

## **FRAMEWORK FOR MENTORING**

Mentoring is a professional relationship in which a mentor assists a mentoree in developing specific skills and knowledge that will enhance the professional and personal growth.

Besides the professional growth from experiential learning in an organization, the young and well-endowed civil servants will receive mentoring. It is a mechanism to attract, motivate and retain the best and brightest people in the Civil Service and prepare them for future management and leadership roles. In addition, mentoring would be provided to redress the problems of long-term absence from work, and continued poor work performance.

It is a response to stem the increasing rate of attrition among high performers in the Civil Service system. It is a proactive step with preventive and corrective focus.

## **Mentor**

The in-service/superannuated civil servants will be identified as mentors based on their competencies, experience and professional background. However, mentors will not be employed on full time basis as the services will be procured as and when required only.

## **Mentoree**

Mentoring would be provided to the civil servants who display certain degree of high performance. BCSE toppers, among others, would be provided mentoring services.

## **Mode of mentoring**

It will be a group mentoring where an appropriate number of high performers will be assigned to a particular mentor. However, mentoring would be delivered in the following ways convenient to mentor and mentoree:

1. Formal communication where the mentor and mentorees will sit together and discuss structured programmes to be developed to address the felt need accordingly;
2. Electronic communication where the mentor and mentoree will exchange e-mails and use other appropriate electronic means;
3. Attachment programmes where mentoree will have to work on certain task or assignment with a particular agency over a short period of time; and
4. Train and engage the mentoree in a certain heavier/higher/bigger task that can groom them for future management and leadership roles.

Mentoring for the civil servants needing corrective interventions regarding absenteeism and poor performance would be provided individually.