



International Conference on Economics, Finance, Banking and Management

Hosted online from Paris, France

Website: econfseries.com

24th October, 2025

MENTORING ACTIVITIES AND THEIR OPPORTUNITIES

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Аннотация

Менторская деятельность в настоящее время имеет огромное значение, поскольку из-за глобализации, технологического развития и социальных изменений возрастает потребность в навыках и компетенциях нового поколения. Факторы, такие как развитие карьеры и наставничество, личностный рост и развитие, расширение социальных сетей, инновации и креативность, поддержка психического здоровья, технологии и цифровые навыки, а также развитие лидерства в бизнесе и организациях, значительно усиливают важность менторской деятельности в современном мире.

Ключевые слова: Менторство, Развитие карьеры, Профессиональное менторство, Академическое менторство, Жизненное менторство, Инновации и креативность.

Annotation

Mentoring activities are of great importance today, as the need for skills and competencies of the new generation is increasing due to globalization, technological development, and social changes. Factors such as career development and guidance, personal growth and development, expanding social networks, innovation and creativity, mental health support, technologies and digital skills, as well as leadership development in business and organizations, further strengthen the importance of mentoring activities in the contemporary world.

Keywords: Mentoring, Career Development, Professional Mentoring, Academic Mentoring, Life Mentoring, Innovation and Creativity.



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Introduction:

In today's rapidly changing and competitive environment, the exchange of knowledge and experience holds great importance. Especially for young people and beginners, having the right guidance, advice, and motivation is crucial. In such situations, mentoring plays a vital role. Mentoring is a process in which an experienced person teaches knowledge, skills, and life experience to another individual (or group).

Mentoring is not just about teaching or giving instructions. It is a process of human interaction, trust, and continuous development. A mentor supports their mentee not only in professional matters but also in personal growth, goal setting, and achievement.

Materials and Methods:

Scientific studies, theories, articles, and monographs on life mentoring, academic mentoring, and professional mentoring were reviewed. Various approaches and methods developed by students and experts were analyzed based on these sources.

- **Analytical method:** Statistical and qualitative analysis techniques are applied to assess the effectiveness of mentoring programs. This includes reviewing existing scientific data and analyzing it across specific fields.
- **Correlation analysis:** Used to study relationships between different factors of mentoring, such as the mentor's experience and the mentee's needs.

Discussion and Results:

Mentoring can take the following forms:

- **Professional Mentoring (in the workplace or field-specific):** Professional mentoring is the process where an experienced specialist or leader supports a less experienced person (mentee) in their professional development by providing advice and support. The main goal is to enhance the mentee's professional skills, open new opportunities, and help achieve career success. Professional mentoring helps expand professional networks, advance career levels, and supports both individual and team development.



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- **Academic Mentoring (between students and researchers):**

Academic mentoring is a collaborative relationship between a mentor and mentee(s) in the field of education, where the mentor helps students or groups in their studies, supports knowledge development, and guides academic goals. Academic mentoring is an effective method to help students not only succeed academically but also grow professionally and personally.

- **Life Mentoring (focused on personal development):**

Life mentoring supports an individual's life directions, goals, and personal development. This type of mentoring offers help not only professionally but also emotionally and spiritually. It addresses issues like relationships, health, self-awareness, goal setting, and personal growth.

Mentoring is often carried out as a voluntary activity, but nowadays, many organizations have professionalized mentoring programs. In some cases, mentoring is provided as a paid professional service.

Examples of organizations that have professionalized mentoring programs include:

1. **Google:**

Through its "Google for Startups" program, Google offers mentoring services not only among employees but also for startups and beginners globally, fostering innovative ideas and successful businesses.

2. **IBM:**

IBM's "IBM Global Mentorship Program" provides mentoring opportunities worldwide, helping employees and professionals with career growth, professional development, and technological leadership.

3. **Microsoft:**

Microsoft runs mentoring programs via the "Microsoft Mentoring" platform, allowing professionals from various fields to share knowledge and experience. The platform also provides mentoring opportunities for Microsoft employees.

4. **Deloitte:**

Deloitte offers mentoring through "Deloitte University," enhancing peer learning and professional growth globally among its employees.



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5. PwC (PricewaterhouseCoopers):

PwC's "Mentoring Program" engages employees in leadership development and career growth through extensive mentoring activities.

6. The National Mentoring Partnership (MENTOR):

In the U.S., MENTOR develops mentoring networks and trains professional mentors to work in educational institutions and communities, promoting mentoring widely. Each of these organizations applies unique approaches to professionalize and effectively implement mentoring programs, aiming to support individuals' career development and success.

Conclusion:

Mentoring activities and opportunities play a crucial role in supporting personal and group development across academic, professional, and life domains. This article analyzed different forms of mentoring, their goals, methods, and benefits. Mentoring impacts not only the sharing of knowledge and skills but also personal, social, and emotional development.

Academic mentoring is essential for students' scientific progress, career guidance, and self-awareness. Professional mentoring is important in the workplace for skill enhancement, experience sharing, and career opportunities. Life mentoring helps improve overall well-being, emotional health, self-awareness, and goal setting.

Successful mentoring requires trustful and open communication, clear goals, and ongoing contact. Mutual learning, motivation, support, and readiness for change are fundamental for effective mentor-mentee relationships.

Mentoring's potential is vast, creating significant positive changes not only in professional and academic areas but also in personal life. It fosters societal change, cooperation, and new opportunities. The expansion and successful implementation of mentoring contribute not only to individual development but also to overall societal well-being.

Therefore, further development of mentoring activities and creation of new opportunities based on mentoring remain important tools for positive societal transformation.



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