

# Why Mentorship Should Be a Leader's Top Priority

Effective leadership is rooted in people development. Mentorship plays a critical role in helping teams grow, increasing loyalty, building trust, and shaping a resilient, scalable business culture.

**BAKTARI MD**

“If you are too busy to mentor, you are too busy to lead effectively.”

## Mentorship Is a Core Responsibility

- Mentoring is not something to do “when there’s time.” It is a leader’s job.
- Growth of your team is a direct contributor to the growth of your business.

## Impact of Mentorship

- Builds loyalty and engagement
- Boosts team trust and initiative
- Helps retain high-potential employees
- Multiplies leadership across the organization

## Risks of Skipping Mentorship

- Bottlenecks increase as teams rely too heavily on leadership for decisions
- Morale declines when people feel unsupported
- Turnover rises when team members see no development path
- Culture suffers and becomes transactional instead of growth-oriented

## **Mentorship Does Not Need to Be Formal**

- Can happen in quick conversations, feedback moments, and walk-and-talks
- Focus is on consistency and intentionality, not format

## **Mentorship Is Two-Way.**

- Mentors grow too by developing empathy, patience, and communication skills
- Mentorship sharpens leadership and reinforces organizational values

## **Make Mentorship Part of Culture**

- Encourage team members to mentor each other
- Build mentoring into onboarding
- Publicly recognize mentoring behavior
- Promote knowledge sharing across levels

## Mentoring Techniques:

- Ask questions: What excites you at work? What are your challenges? What skills do you want to grow?
- Share stories: Be transparent about your own journey and lessons
- Give feedback regularly: Normalize coaching beyond annual reviews
- Assign stretch projects: Let team members grow through responsibility
- Be approachable: Create space for honest conversations

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## Discussion Questions:

1. What stops leaders from making time to mentor?
2. Have you had a mentor who made a significant impact on you? What did they do?
3. How can small, daily actions support mentorship across your team?

## Activity Suggestion:

Pair team members across departments or experience levels for a peer-mentorship exercise. Ask them to meet for 30 minutes and discuss one recent challenge and one area they'd like to grow. Debrief at the next team meeting.

Mentorship is not a distraction from leadership. It is the essence of it. Make the time, and you will build not only better individuals but a stronger, more capable organization.