

## Mentoring and expertise-sharing – an integrated approach

Mentoring as a form of sharing experience is already widely known. Also cross-mentoring as a way of cooperation within and between companies. Senior-experts are usually known as experienced people, who are sent for some time to a foreign country to share what they know mostly in non-profit projects. Why not integrating these forms into a more general concept of dialogue between generations, companies and other fields in society? Why not combining it with keeping people attached to the company after finishing normal work. Why not ...? Etc.

Our Mentoring and expertise-sharing program as an integrated approach combines many perspectives. Here are some of the basic ideas:

1. Professionals, who are about leaving their fulltime professional life get support for dealing with these major changes and can in particular make peace with their own professional life and with the companies, they have worked for.
2. They can prepare for contributing to their former or other companies and to society from new perspectives and with new roles and attitudes.
3. They find out what could fit their experience, talents and interests, which options are realistic and how to find “customers” and partners. Especially they can learn how to be a mentor or a senior expert, contributing to projects and find new interesting peers to share time and to cooperate with.
4. They become interested in studying new topics and connecting to new fields which have been neglected during the former professional life while staying involved in professional activities to some extent and in balance with mature life needs.
5. Senior experts and mentors are still involved in the development of the company and younger professional without the stress of a full job and responsibility. They have an opportunity to share insights and experience with younger people and being thus connected within an intergenerational dialogue.
6. Companies keep know how and experience available without having these experts on their payroll. They can get services on demand from people who are available, are loyal and know the field, the region and the company.
7. These services can be a low-prize and simple option to expensive services from consulting-agencies, which offer preproduced solutions and/or can actually not provide specific developments and are naturally interested in more turnovers.
8. Within the company and projects topics can be promoted by young or less experienced people due to being supported by people who know a lot and have distance and time to think and talk together. Managers usually do have enough time for projects that are not actually on top and for developing young or less experienced people professionally.

9. Mentors and experts represent their old company while working for others or in society projects. Thus for example regional cooperation and engagement in social affairs is also offered in the company's name.
10. Regional organisations can work together in pilot studies, to get prepared for the upcoming dramatic developments concerning demography, health affairs, security and education and employability of people und thus helping to keep society more integrated.

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