

# Anton Gollub

## BSC Projects

Helping to build South Africa 🇿🇦



## Remember

“This is your project” 😊

## So what is Mentoring?

1. “**Mentorship** refers to a personal developmental relationship in which a more experienced or more knowledgeable person helps a less experienced or less knowledgeable person.
2. The person in receipt of mentorship may be referred to as a **protégé** (male), a **protégée** (female), an apprentice or, in recent years, a **mentee**
3. “Mentoring” is a process that always involves communication and is relationship based.

4. Mentoring is generally an informal relationship between two people. A mentor will do many of the same things as a coach or even someone who is a trainer, but there is no formal obligation on the part of either party.
5. A mentoring relationship often develops gradually from a friendship or a professional association, intensifies as the mentor discovers he has valuable insight and experience to share, and as the person being mentored discovers his desire to learn from the mentor. The two people will at some point recognize the special nature of their relationship, but may not name it. And as life circumstances change, the relationship will gradually de-intensify. It will often turn into a friendship of peers.”

6. Cognisance must be given to the differences between Mentoring, Coaching and Training. Mentoring does not replace the requirement of the participant to actually do the work him or herself, but is aimed at providing a supportive and guiding role in whatever it is that is required to be done and achieved.
7. A mentor is not a free resource or employee but is someone who can guide, contribute and provide value-add direction

8. Forges mutual relationship between mentor and mentee;
9. focuses on professional development that may be outside the participant's area of work;
10. Provides both professional and personal support;

### “SOME QUOTES ABOUT MENTORING”

A mentor is someone who sees more talent and ability within you, than you see yourself and helps bring it out of you” –  
Bob Proctor

“Mentoring is a brain to pick, an ear to listen and push in the right direction”-John Crosby

NEXT SECTION OR CATEGORY

**THE SLIDES THAT FOLLOW  
HERE-AFTER ARE FOR A NEW  
SECTION OR DISCUSSION ITEM  
CALLED RISK**

# RISKS AND PRECAUTIONS

## 1. Professional Team Appointments.

- Registered Professionals
- Adequate Professional Insurance
- Relative experience and a track record

## 2. Project Stages and payments.

- Some stages do overlap (Stages 1-6) but don't proceed until you and your mentor are satisfied with the work delivered to date.
- Be aware of work being claimed for that is not complete.
- Ensure that payment certificates are well set out and are self explanatory and follow a logical sequence and are fully supported with backup information.



# RISKS AND PRECAUTIONS

## 3. Documentation.

- Keep proper records of all documentation.
- Create a Drop Box or Similar for Project information
- Ensure that minute taking takes place and ensure that your inputs, concerns are noted, recorded and addressed.

## 4. Programme and timing.

- Keep your project on track and on time. (Time and interest are important)
- Some stages do overlap (Stages 1-6) but don't proceed until you and your mentor are satisfied.
- Be aware of work being claimed for that is not complete.
- Ensure that payment certificates are self explanatory and follow a logical sequence and are fully supported with backup information.

# RISKS AND PRECAUTIONS

## 5. Property Management.

- The actual development is merely part of a range of different activities.
- Good Property management is key to the successful return of any project.
- Don't lose sight of activities that follow after construction and plan in advance.
  - Tenant Selection, Lease Agreements, operational costs, collections, bad debts,
  - Social issues, house rules, overcrowding, etc

## 6. Overall Risk.

Only you and you are the signatory to all of the agreements so all the risk lies with yourself and needs to be managed.