

GPF – EEPFP: MENTORSHIP



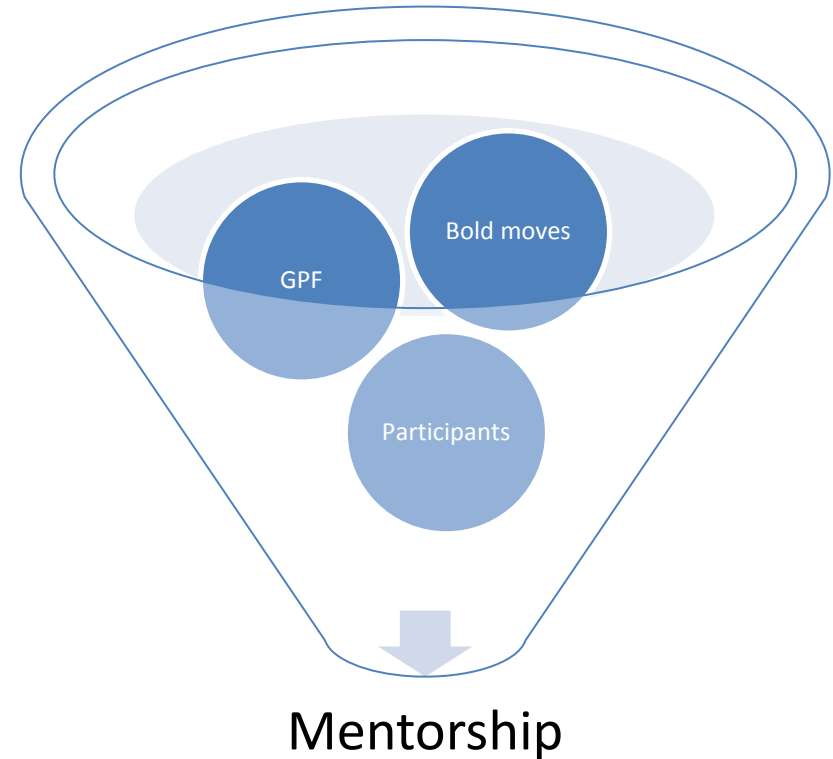
Mentoring

- A mentor is someone who sees more talent and ability within you than you see in 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
- We make a living by what we get and make a life by what we give



Mentorship

- Developmental partnership
- Purpose
 - shares knowledge, skills, information and perspective
 - to foster the personal growth
 - To foster professional growth
 - it creates a one-of-a-kind opportunity for collaboration, goal achievement and problem-solving.



Mentorship

- Mutual relationship between mentor and mentee;
- focuses on professional development that may be outside the participant's area of work;
- We have to provide both professional and personal support;
- We have to create a relationship that goes beyond their professional expertise;



Our approach

Needs analysis and assessment

Individual developmental areas

Project needs



Plan of Action

Property development
Business understanding

Project identification and qualification
Project implementation



Ongoing implementation

Identify suitable training programmes
Work with GPF on content improvement

Piecemeal exposure to property professionals
Shadow project management



Needs analysis

- Individual

- Level of understanding of

- Business
- Affordable rental housing market
- GPF and its mandate
- Senior funder and its role in the programme

- Rationale for participation

- Participants expectations (short & long term goals)

- Weakness and strengths



Needs analysis

- Projects

- Establish whether the participant has a project
- Identify partners that can help source projects
- Evaluate the project
 - Meet the GPF criteria
 - High level Feasibility
 - Professional team abilities



Plan of action

Individual development plan

- Draw IDP
- Schedule training programmes
- Monitor progress against targets
- Identify on the job programmes necessary
- Identify suitable on the job partners

Project success strategy

- Identify professional team
- Detailed feasibility
- Guide the participant through approval by financing team
- Set up a proposed project plan
- Discuss with the relevant management company



Key Deliverables

- Provide advise to participants prior to their submission of project proposals
- Train participants to prepare project proposals
- Prepare support on project presentation
- Attend weekly site meetings and project meetings
- Prepare monthly reports to GPF on progress of project



Professional Team

- Experience in the residential property market
- Understand the product
- Empowered team
- Capacity, Credibility, Capability
- Involved in Training and Development
- Previous Exposure to programme and working of GPF & Senior Fund
- Network to draw various skills from

