

Asia Institute of Mentoring (AIM) **MENTORING NEWSLETTER** Winter Edition



Welcome to the 2024 Winter Edition of the Mentoring Newsletter from the Asia Institute of Mentoring (AIM)!

AIM is the first organization in Asia (and the world) to focus on growing mentors, raising the quality and setting the standard in mentoring, bringing mentoring to the spotlight, and promoting mentoring as a life philosophy.

Launched in January 2019, AIM is today Asia's leading institute in mentor training and certification...

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"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."

Steven Spielberg

PROLOGUE

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Launched in January 2019, AIM is today Asia's leading institute in mentor training and certification. We have organized over 200 learning events (masterclasses, webinars, fireside chats) with over 13000 participants, 18 cycles of mentorship programs involving over 800 mentors and mentees, and 13 runs of our Certified Professional Mentor (CPM) training program. These AIM initiatives collectively demonstrated the power of the community, and the unifying power of mentoring-driven human connections and care for the human spirit, showing that it is in giving that we receive.

Today the community has grown to over 7000 strong, comprising over 500 mentors across 30 industry sectors.

We started 2022 with the launch of the AIM 22 Mentoring Movement to bring hope and optimism in the emerging new normal. We also wanted to shine a spotlight on many of the mentors who have been leading the charge in this mentoring movement, within the AIM community also out there in the society - many are key influencers and leaders in their industries and the society. The My Mentoring Story (MMS) project was born. And with AIM 24, it has only grown from strength to strength.

MMS is a series of short video interviews of these pioneering mentors - their mentoring experiences and stories as seen thru their eyes and told in their own voices - on their personal journeys to inspire and guide others to a greater height whether in business, career, family, personal development - on the way to becoming a better version of themselves. This Mentoring Newsletter is our way to bring their stories to you - and out to the broader community.

In a fast-paced world where the only constant is change and the future is all but certain - and where our planet faces unprecedented challenges - the work of mentors and mentoring has never been more important. There is an urgent need for each of us to draw on our strengths and creative potential as human beings, to connect with our higher self and our deeper purpose to contribute towards humanity in a positive and impactful way. Mentors are our guides on this journey.

And as such, mentoring is a foundation for a kinder, gentler, more inclusive, more just and more sustainable world.

Yen-Lu Chow

Founding Executive Chairman
Asia Institute of Mentoring

All about our **Certified Professional Mentor (CPM)** training program



LOOKING TO EMPOWER & INSPIRE OTHERS?

The Certified Professional Mentor (CPM) program is AIM's flagship 7-module intensive holistic mentor training program to provide a solid foundation in the art and science of mentoring.

The CPM Certification Process includes a mentoring practicum where the candidate is required to complete 2 mentorship cycles (each 3 to 6 months in duration within a 12-month timeframe).

Upon completion of the program, you will receive a certification as an AIM Certified Professional Mentor (CPM).

Dates: 14, 21, 28 April; 5, 19, 26 May; 2 June 2025

Time: 19:30 - 21:30 SGT

Mode: Live Online via Zoom

Fees: SGD\$700

(Highly subsidized by AIM to help advance our social mission to raise the quality of mentors and set the standard in mentoring)

The AIM CPM program is part of a broader strategy to bring Mentoring to the forefront of personal and professional development through a formalized training and certification process. By cultivating a community of qualified mentors, this would allow the impact to be scaled quickly in order to see a positive outcome.

It's our mission at Asia Institute of Mentoring (AIM) to build a kinder, gentler and more inclusive society through mentoring.

MENTORS IN THE SPOT LIGHT



ABOUT SURESH MJ



In the dynamic landscape of professional development, few stories are as inspiring as that of Suresh MJ, a veteran technology professional turned leadership mentor. With nearly three decades of experience in the technology sector, Suresh's transition from robotics engineer to professional coach exemplifies the power of experiential wisdom in shaping future leaders.

"Mentoring is always bi-directional. As a mentor, it's not just about assisting and supporting somebody - I'm also learning in the whole process. Mentoring is a partnership, not a one-way teaching relationship," reflects Suresh, encapsulating his philosophy on mentorship.

Beginning his career as a robotics engineer, Suresh's journey through various technological roles in multinational corporations laid the foundation for his mentoring approach. His formal mentoring journey began during his tenure at Sun Microsystems (later acquired by Oracle), where he spent 17 years, with 12 of those years dedicated to internal mentoring.

The year 2007 marked a significant milestone when his mentoring role was formalized through a structured program, focusing on developing junior and mid-level managers. This experience would later prove invaluable in his transition to professional coaching and leadership development.

Suresh's mentoring philosophy has been shaped by three key influences. First, his own mentor, Goh Kam Weng, his first boss in Singapore, who has remained a trusted advisor for over three decades. Second, the inspiring leadership styles he observed throughout his career. And third, the teams he has managed, where he witnessed firsthand the transformative power of effective mentoring in people development.

Now an external mentor for over five years, Suresh's impact extends beyond corporate boundaries. His work through the Asia Institute of Mentoring (AIM) has produced remarkable success stories, including helping a French professional navigate Singapore's cultural and professional landscape, and guiding a young Indian woman in breaking barriers in the automotive industry.

What sets Suresh apart is his approach to mentoring challenges. He emphasizes the importance of looking beyond surface-level issues and diving deeper into root causes. "The mentee or mentoring partner may think

they are undergoing an issue, but that issue could be superficial. It's crucial to explore, dig deep, and find out why it is important to them," he explains.

As a certified coach, Suresh brings a unique blend of mentoring and coaching skills to his practice. He advocates for a structured yet flexible approach to mentoring, drawing from his experience with the Certified Professional Mentor (CPM) program. This program has provided him with valuable tools and frameworks while reinforcing the importance of maintaining a balanced mentor-mentee partnership.

For aspiring mentors, Suresh emphasizes the significance of commitment and presence. He advises that mentoring shouldn't be viewed as a stopgap activity but as a dedicated journey of mutual growth. For mentees, he stresses the importance of taking ownership of their development journey, linking the mentor-mentee relationship to that of a navigator and driver.

Through his journey from technology leadership to mentoring excellence, Suresh MJ exemplifies how professional expertise, combined with a genuine passion for developing others, can create lasting impact in the lives of emerging leaders. His story serves as an inspiration for professionals considering the rewarding path of mentorship and reminds us that true leadership extends beyond organizational hierarchies to touch lives and transform careers.

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ABOUT NIMISHA TAILOR

Nimisha Tailor, a competition and regulation specialist with extensive experience across the UK, New Zealand, and Singapore, exemplifies how effective mentorship can create lasting impact in both professional and personal spheres.

With a rich background spanning government agencies and economic consulting firms, Nimisha brings a unique perspective to mentorship. Her expertise in helping companies navigate anti-competitive behavior and regulatory frameworks has given her invaluable insights that she eagerly shares with others. "Pay it forward no matter how old you are," she emphasizes, challenging the common misconception that mentorship is reserved for those with decades of experience.

What sets Nimisha's approach apart is her holistic view of mentorship. She advocates for a two-way learning street, having positioned herself as both mentor and mentee throughout her career. This dual perspective has enhanced her ability to understand and address the needs of those she guides. Her experience as a mentee, particularly in seeking guidance for her global career from mentors in different countries, has enriched her own mentoring style.

The greatest moments for me are when you really make a difference in a mentee's life, but that doesn't happen overnight. It takes time and patience, first starting by building trust with a mentee, building a relationship, and being with them on this journey.

Nimisha identifies three crucial learnings from her mentoring journey. First, she emphasizes the importance of active listening skills in understanding mentees' goals and challenges. Second, she values the practice of self-reflection, constantly asking herself if she's "practicing what she's preaching." Third, she promotes the benefits of having multiple mentors, recognizing that diverse perspectives can offer mentees a broader understanding of their potential paths.

One of her most memorable experiences involves helping a mentee navigate a critical career decision. Through patience and sustained guidance, she witnessed the mentee's "aha moment" when they finally aligned with their chosen path. This success story exemplifies Nimisha's belief in the power of building trust and maintaining patience in mentoring relationships.

Nimisha's approach to mentorship is notably progressive. She challenges the traditional notion that mentors must have all the answers, instead advocating for a more collaborative approach. When faced with questions outside her expertise, she actively seeks additional resources or connects mentees with other professionals who can provide specific guidance.

Her advice to aspiring mentors is grounded in practical wisdom: "Be patient and build trust," she counsels, noting that meaningful progress often occurs even when immediate feedback isn't visible. For mentees, she encourages openness and reminds them that everyone has valuable experiences to share, regardless of their career stage.

As organizations increasingly recognize the value of mentorship in professional development, Nimisha's experience offers valuable insights into creating effective mentoring relationships. Her commitment to continuous learning and giving back demonstrates how mentorship can create a ripple effect of positive impact across professional communities.

Mentoring uses &

Why you should invest in it

At its heart, mentoring is about people helping people grow. It's not just a business tool - it's a powerful way to connect, learn, and develop together.

Through one-on-one guidance, mentors help their mentees navigate career challenges, develop new skills, and build confidence. Whether it's welcoming new team members, nurturing future leaders, or creating more inclusive workplaces, mentoring creates meaningful relationships that transform both individuals and organizations.

Most importantly, it reminds us that success isn't just about what we achieve, but how we help others achieve their dreams too. When experienced professionals share their wisdom and support with those just starting out or seeking growth, they create ripples of positive change that benefit entire communities.



Professional development



While there are many ways to grow professionally - like attending workshops or taking online courses - nothing quite compares to having a mentor by your side. Think of mentoring as having a trusted guide who's walked the path before you.

Onboarding new employees



Starting a new job can feel overwhelming, but having a mentor by your side makes all the difference. Think of it as having a friendly guide who helps you feel at home in your new workplace.

Leadership development



Think of leadership development as a journey where experienced guides help shape tomorrow's leaders. While there are many ways to develop leadership skills, having a mentor is special.

Diversity & inclusion initiatives



Mentoring brings people together and helps create a workplace where everyone feels valued and included. Through meaningful connections between different groups, mentoring helps build understanding and respect.

Succession planning



Think of succession planning like passing the torch - it's where experienced leaders take promising employees under their wing to share their wisdom and prepare them for future leadership roles.

Skill-specific acquisition



Learning specific skills becomes much more meaningful when you have someone guiding you along the way. Just like how a senior developer takes a junior under their wing to teach them new programming languages, mentors create personalized learning journeys that really work for each individual.

While traditional training like workshops and job shadowing are helpful, having a mentor adds that special human touch that makes all the difference.

Community & non-profit initiatives



Mentoring brings people together to make our communities stronger. It's beautiful to see experienced professionals sharing their knowledge and time to help others grow.

Whether it's retired executives teaching non-profit leaders about running their organizations better, or caring mentors supporting young people and those looking to restart their careers - these relationships create real, lasting change.

Start Your Mentorship Journey Today



Developmental & Transformational

Mentorship Program? Yes!

We are excited to announce that our 3-month mentoring program will commence soon. Don't miss this opportunity to gain invaluable insights, network with industry professionals, and accelerate your career development.

Benefits of joining include:

- Personalized guidance from experienced mentors
- Enhanced professional skills and knowledge
- Access to a supportive community

**Register Now for Our
Free 3-Month
Mentoring Program!**



PARTNERS



JOIN OUR TEAM

If you are looking for an opportunity to work alongside serial entrepreneurs, senior corporate executives, and be part of our small yet highly effective team of committed volunteers, join us by signing up at our website to be an AIM Volunteer.

Together, we can create an Asia-based people-powered mentoring movement to move people - to give forward, to transform, to harness the deep human potential and create social impact - bringing about a kinder, gentler, more inclusive, more just and sustainable world for all.

Your contribution makes a huge difference!



Follow us on our socials to get more updates about our programs

For further enquiries about our programs, do not hesitate to drop us an email at: hello@asiainstituteofmentoring.com