

Where are the mentors? 10/4/2015

On a recent business trip to the Philippines, I was quite surprised to find some interesting work-related ambiances. While I am primarily referring to those related to manufacturing/engineering environments, the same was true of almost all restaurants, fast food establishments and larger stores of all types.

(Apparent) **Age of workers:** 35 max (and very few at that age) with the majority in their 20s. The problem with this scenario, of course, is that assemblers, technicians, and engineers have no more than a few years of experience. Certainly, they have plenty of potential to grow in this field. However, without older mentors "in the house", this process of growing (and subsequently, the quality of work produced) tends to move forward at a much slower pace than that of a company filled with employees having a wide variety of experience. Yes, mistakes and discoveries/corrections are necessary to create "lessons-well-learned", in many cases. However, catastrophic mistakes which can and do result in irreversible company income losses could be avoided with proper internal guidance by experienced personnel. The money saved by dispensing lower salaries can be easily wiped out with just one such occurrence.

As I mentioned previously, this type of scenario was evident in many other areas of employment. How many of you had older mentors to guide you when you were beginning your working career? Just imagine what it would've been like if you had only coworkers who were your age to rely upon for answers to many of the questions that were not taught in school.

Keep these memories fresh when a new, young worker is trying to "figure everything out" at YOUR place of employment or anywhere else for that matter. Perhaps **you** may always be a very important part of that person's memory.

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