

# Mauritius Maritime Week 2018



**Mentoring: A powerful tool for personal development**

Prepared by Nozipho Mdawe - PMAESA  
Secretary General



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The best way a mentor can prepare another leader is to expose him or her to other great people.

John C. Maxwell



# **Mentoring: A powerful tool for personal development**



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**PMAESA**

# Roadmap

1. Global and African Perspective
2. Current Status Quo
3. Rationale for Women Development
4. Blue Economy
  - Concept
  - Imperatives
5. Women Development
  - Barriers
6. Role of Women in Leadership and Management
7. PMAESA 2018 Conference



# Global and African Perspective on Socio-economic Development



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# High level Snapshot of Global Economic Events 2009 – 2016



Financial crisis  
(post 2008)



The end of the  
commodity price  
super-cycle  
(affecting oil,  
copper & iron ore)



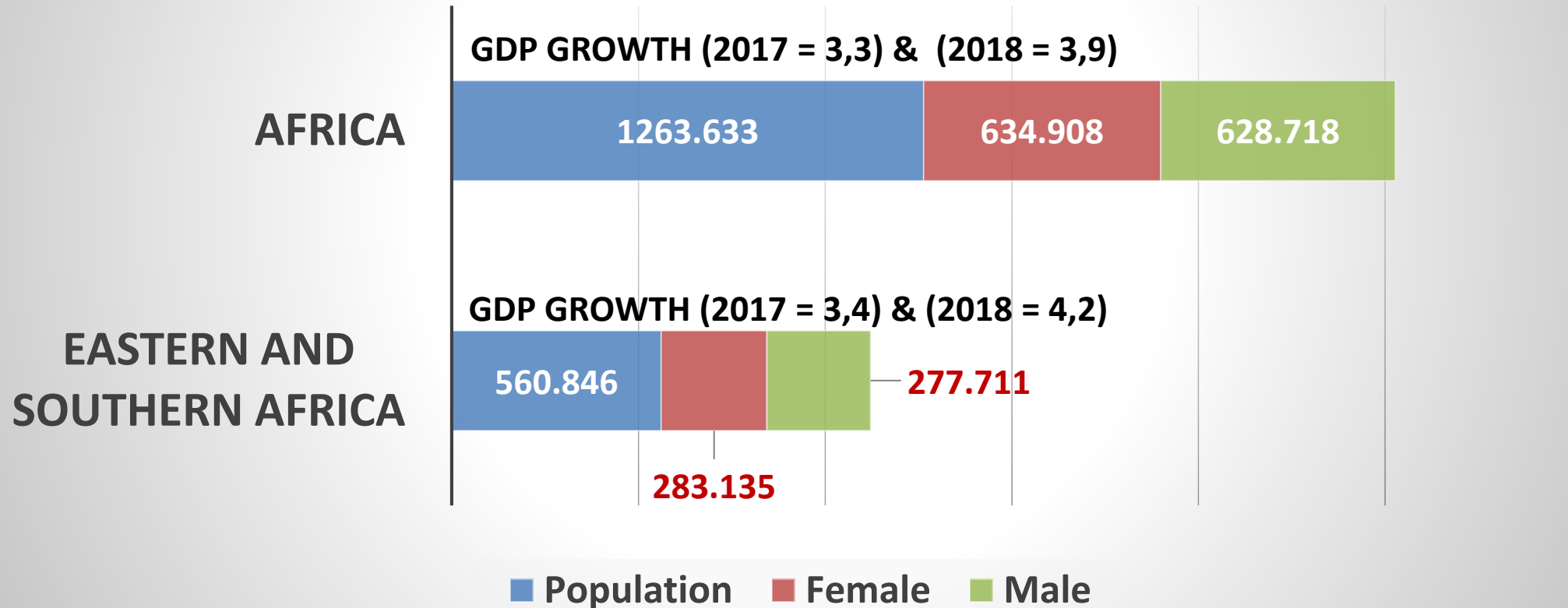
Slowdown of  
the Chinese  
economy



Tightening of  
financial controls



# Population & Gender vs GDP Growth



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# Daily Women Challenges

- Underemployed and undervalued
- Limited empowerment opportunities
- Economic emancipation
- Represent at least 70% of the informal sector, where work is unstable, poorly paid and invisible
- Participation and involvement in decision making platforms
- Need to demonstrate one's capability, emotional intelligence and "masculine"
- Women face a double bind of being either capable or liked—but not both.
- Limited access to network and sponsors, and have few female role models at high levels of leadership to look up to.
- Hesitant to advocate for themselves or ask for what they want.





# Women Participation in Leadership Platforms

- Targets for women directors in Kenya's and South Africa's state-owned companies have been met
- 12.7% of board directorships (364 out of 2,865) in 307 listed companies based in 12 African countries.
- 4.6% lower than the 17.3% women's representation on the boards of the 200 largest companies globally
- Kenya has the highest percentage of women board directors with 19.8%. South Africa, Botswana, Zambia, follow with above average percentages of 17.4%, 16.9%, 15.9%, and 15.7%, respectively
- Kenya, Morocco, Malawi, Nigeria and South Africa has integrated gender diversity into principles of good corporate governance
- Southern and Eastern African women representation in boards is @ 17.1%
  - Namely South Africa, Botswana and Zambia and East is Kenya, Tanzania, and Uganda



# Women in the Maritime Sector

1. Deputy President IAPH
2. Secretary General African Ship-Owners Association
3. Secretary General of PMAESA
4. CEO's of Ports
  - Kenya Ports Authority
  - Transnet National Ports Authority
  - Transnet Port Operations
  - Nigeria Ports Authority
  - Guinea Ports Authority
  - Benin Ports Authority
5. Deputy CEO's or Head of Operations
  - Transnet National Ports Authority
  - Guinea Ports Authority
  - Mauritius Ports Authority
6. Maritime Administrators
7. Maritime Institutions
8. Port Operations

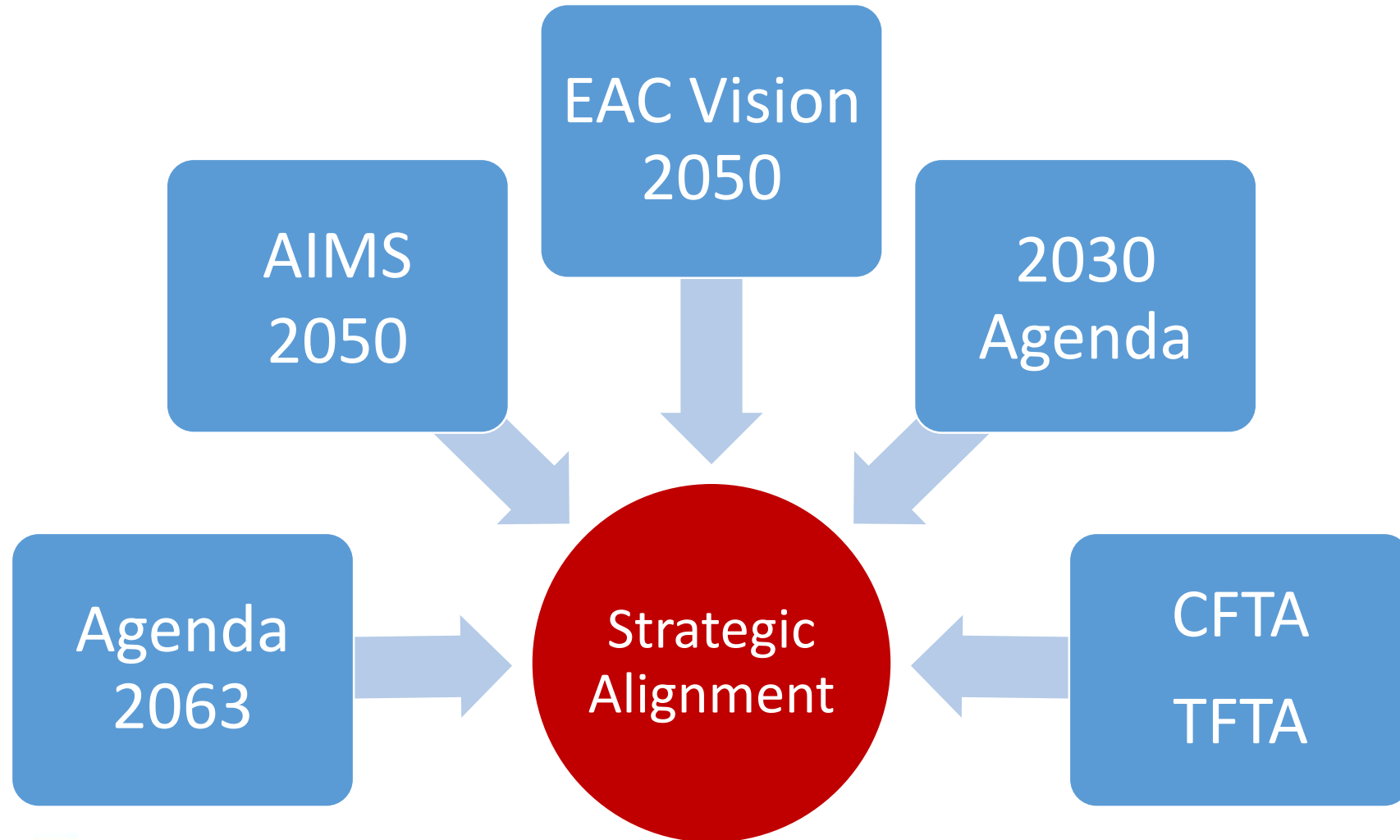


# Rationale for Women Development

1. Build the nation
2. Macroeconomic benefit – GDP growth
  - 5% in the United States
  - 9% in Japan
  - 12% in the UAE
  - 34% in Egypt
3. Improve earnings
4. Assist families to move out of poverty
5. Eradicate disparities
6. Reduction of social, cultural and economic constraints
7. Unleash untapped potential



# Global and Continental Aspiration



# Blue Economy Concept

- “The Blue Economy conceptualizes oceans and waterways as ‘Development Spaces’ ...”
- Integral to most of the Sustainable Development Goals
- Integrated planning to integrate “conservation, sustainable use, oil and mineral wealth extraction, bio-prospecting, sustainable energy production and marine transport”
- Establishing policies that favour low-carbon, resource-efficient, and socially inclusive development (mirroring the Green Economy framework in this regard)
- Prioritizing the use of the seas to benefit people, alleviate poverty, generate employment, and promote equity
- Decoupling socio-economic development from environmental degradation
- Improving relevant international law and governance mechanisms fast, cost effective and reliable transport solution.

- Source - SIDS Blue Economy Concept Paper



# Blue Economy Imperatives

1. Blue Economy Foundation to be based on:
  - Inspirational leadership
  - Resilient systems
  - Persistent innovation
  - Advances in achieving integrated ecological, economic and social wellbeing
2. Differentiation, diversification and integration strategies
3. Importance of establishing a trusted and diversified knowledge base
4. Developing an engaged process of stakeholder consultation and co-creation of a vision for a Blue Economy.



# What is mentoring?

- Mentoring is a positive developmental partnership, which is driven primarily by the mentee. It offers a **reflective space** where the mentee can take responsibility for and discuss their development
- Its primary aim is to **build capability and self-reliance** in the Mentee
- Mentors can help **highlight issues** and to assist the Mentee in **planning** ways through them
- They can help **clarify the Mentee's perspective** while bringing an additional **impartial view** to bear on the issues
- Sometimes, when the issues are straightforward and urgent, a Mentor might offer advice or give some direction
- **Confidentiality, trust, understanding and positive expectation** are key to a successful partnership



# Mentoring Is Not...

- For dealing with underperforming individuals
- Taking on the problems or work of the Mentee – a Mentor should not find themselves doing things outside the mentoring sessions for a mentee
- Promoting/sponsoring/protecting the mentee
- Intended to deal with personal issues
- Therapy
- Allowing people to moan (except maybe sometimes...)





# Mentoring Principles

- The Mentee drives the Mentoring agenda
- Engagement is on a voluntary basis for both the Mentor and the Mentee
- The Mentoring relationship is confidential
- Mentoring is non-directive in its approach
- It is a relationship built upon trust and mutual respect
- The Mentor empowers the Mentee to take responsibility for their own learning and career development
- The relationship places no obligation on either party beyond its developmental intent
- It is distinct and separate from the Performance Management Development System (

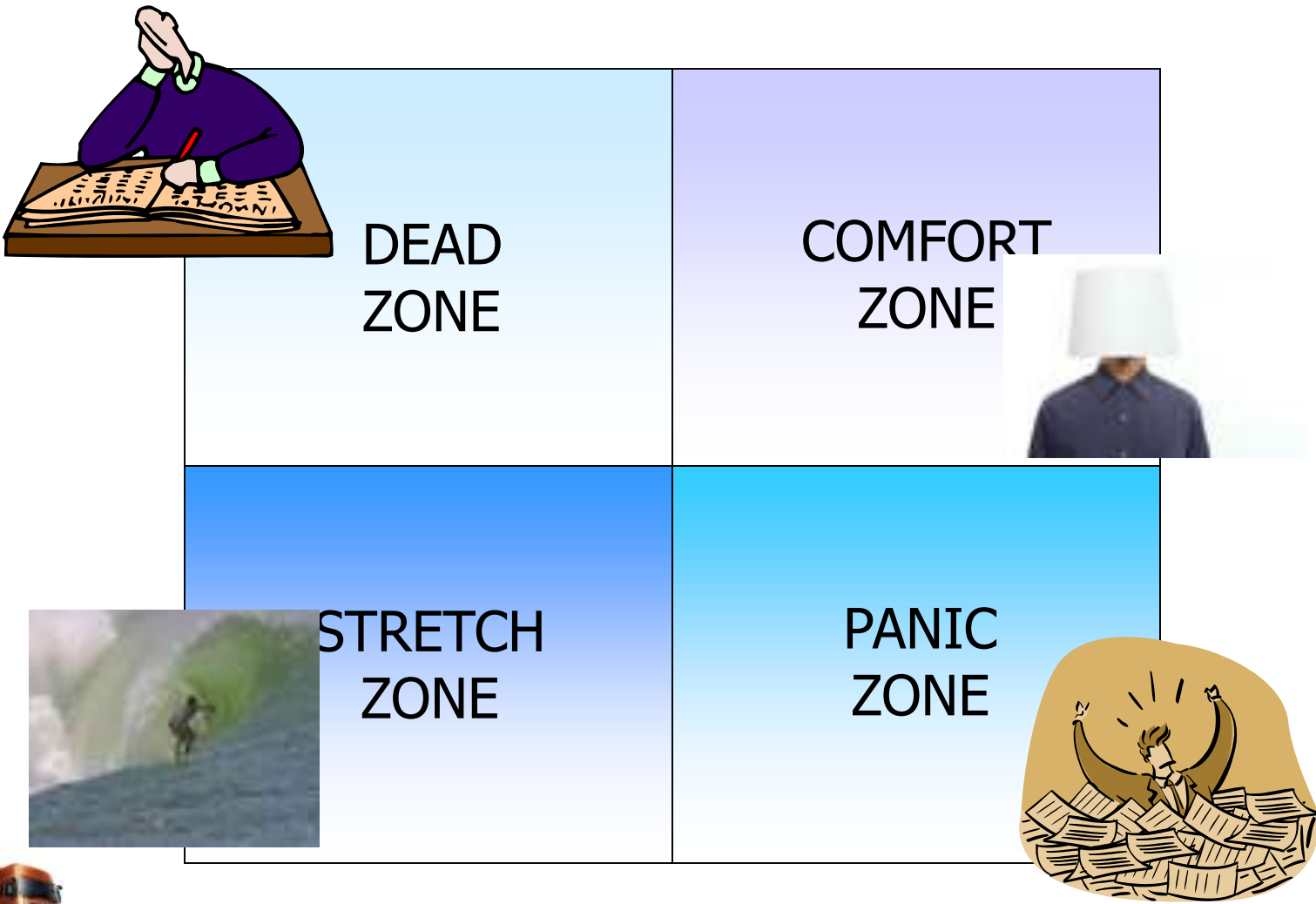


# Manager vs Mentor

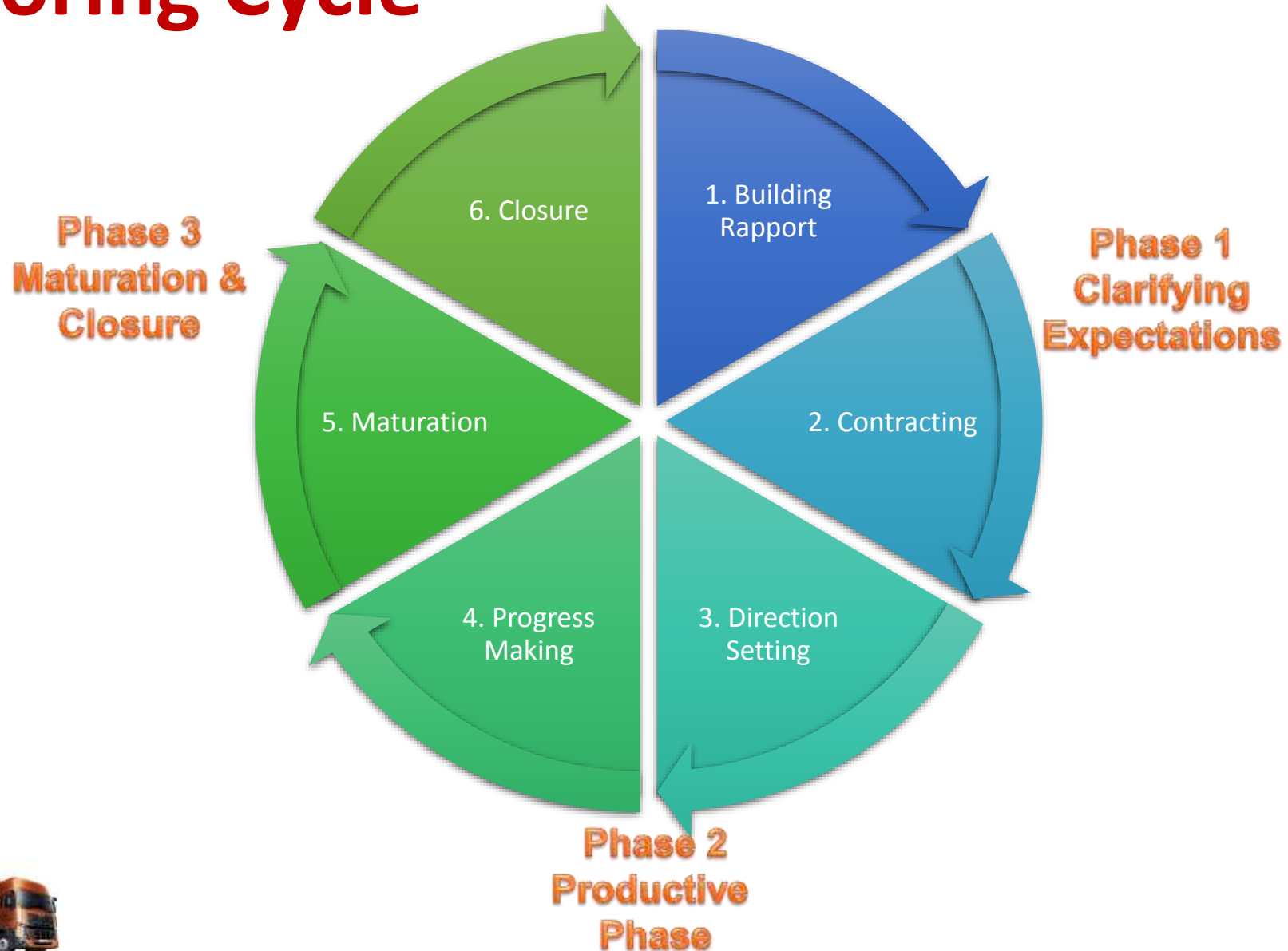
- It is not the role of the Mentor to interfere with Mentee's day to day activities or objectives
- The Mentee may however, wish to discuss **how** they can improve daily activities with the Mentor
- The relationship between Mentee and Mentor is confidential



# Zones



# Mentoring Cycle



# Summary – Key Points

- **‘Contracting’ at the beginning of the partnership e.g.**
  - Discuss and clarify each other’s expectations
  - Be clear about roles
  - Agree logistics such as meeting arrangements (location, frequency etc.)
- **Maintain a structure i.e. clear goals, actions between meetings**
- **Review relationship regularly – is it still of value?**
- **Continue only as long as there are goals to achieve**
- **Mentor style is guiding and facilitative and should be kept confidential**



# Role of Women in Leadership and Management

1. Alignment of goals
  - Institutional and Personal
2. Create awareness about the Blue Economy and Opportunities thereof
3. Create capacity before demand
  - Nurture given talent of leadership
  - Entrepreneurship
  - Migration of skills
  - Succession Planning
4. Nurture talent
  - Coaching and Mentorship
  - Provide platforms for exposure
5. Support in building women networks & involvement in the private sector
6. Personal mastery

- Knowledge of self
- Blis

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The logo for PMAESA, consisting of the letters 'PMAESA' in a bold, blue, sans-serif font.

*THANK YOU*



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