

Becoming an Eagle Entrepreneur: Mentorship to the rescue

By

Professor Oyedunni Arulogun

Department of Health Promotion and Education

Director

University of Ibadan Centre for Entrepreneurship and Innovation

Courtesies



Session Objectives

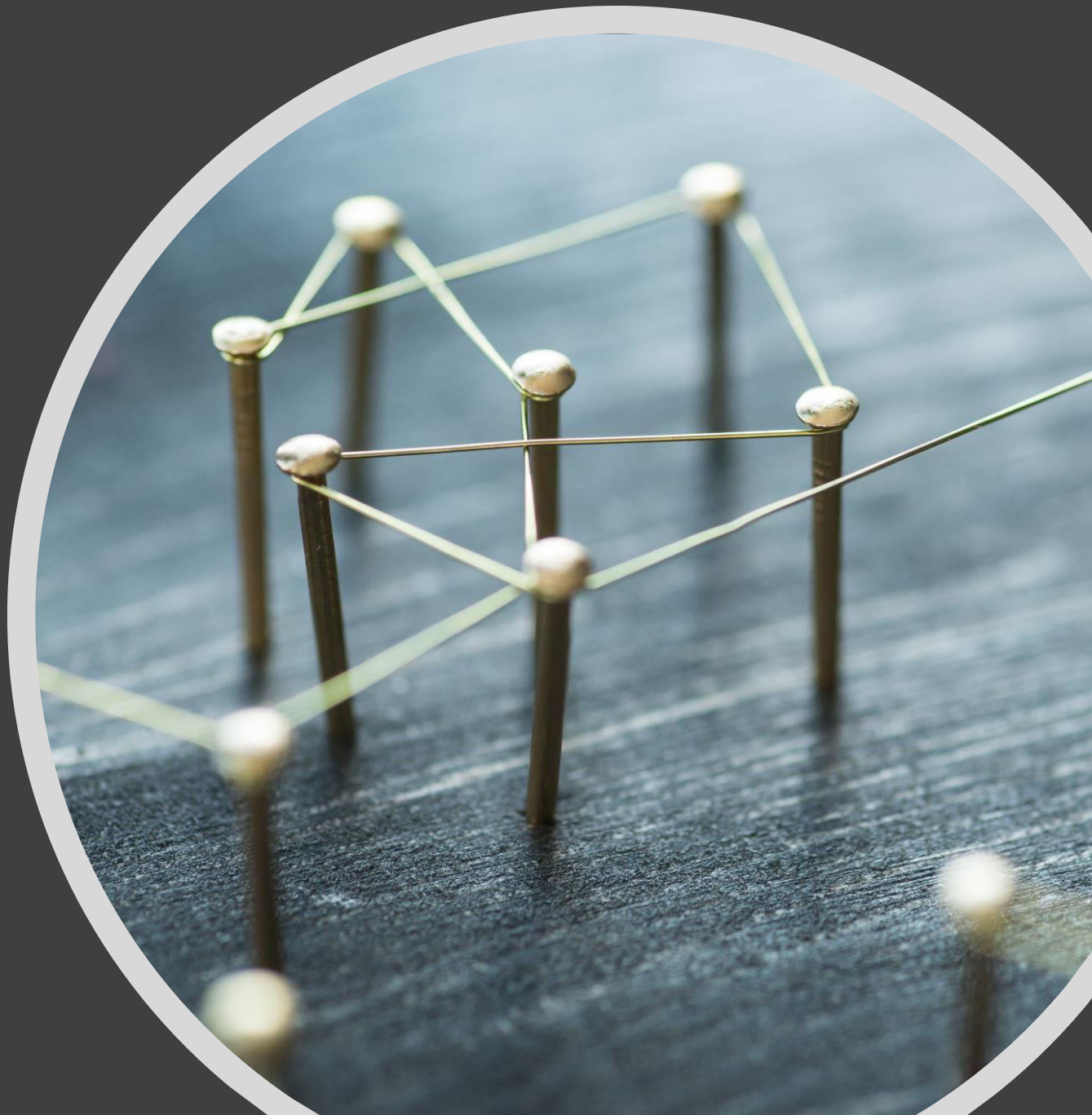
- At the end of the session, participants would
  - Refresh their minds on who an entrepreneur is and why entrepreneurs are important
  - Understand the qualities of an eagle that entrepreneurs need to develop
  - Understand why mentors are needed in the process of becming an eagle entrepreneur

Outline

- Definitions
- Characteristics of an Eagle and its relationship to entrepreneurs
- Role of mentors
- Concluding words



Who is an entrepreneur?





- An entrepreneur is
  - an innovator or developer who recognizes and seizes opportunities
  - converts those opportunities into workable/marketable ideas
  - adds value, through time, effort, money, or skills;
  - assumes the risks of the competitive market place to implement these ideas; and realizes the rewards from these efforts

Why Entrepreneurs?





Who is an eagle?

The Eagle

Is said to be the king of birds

Has wings with about 9 feet on each side, when it spreads its wings

Live between 60 – 100 years old

The older eagles gets, the more beautiful it becomes.

Shed its feathers every year, goes to the rock and cleans up

Is born with a longing to be free, to soar into the highest



Characteristics of an eagle

Eagle

Can swap and sit on the eggs laid in the nest (Opportunist)

Uses everything it kills to the bones to make its nest (Resourcefulness)

Always born on a rock, it goes there for everything it needs (Upward Thinkers)



- Has vision
- Fearless
- Tenacious - Watch an eagle when a storm comes. When other birds fly away from the storm with fear, an eagle spreads its mighty wings and uses the current to soar to greater heights. The eagle takes advantage of the very storm that lesser birds fear and head for cover.

- Challenges in the life of a leader are many. These are the storm we must face as leaders to rise to greater heights. Like an eagle, a leader can only rise to greater heights if he takes up the challenges



- High flyers

- Don’t ever eat dead meat - An eagle never eats dead meat. In other words, an eagle does not scavenge. It only eats the meat from the prey it kills itself. Eagles eat raw and fresh meat.

A true leader spends time with people who are vibrant and liberal in thinking. You have to be with people who can think, make informed decisions and take actions. These are the people who bring changes to society. They are lively and active people. Go out and look for them.



- Possesses vitality - Eagles are full of life and are visionary but they find time to look back at their life and re-energize themselves. This happens at about the age of 30. What happens is that when the Eagles reach the age of 30, their physical body condition deteriorates fast making it difficult for them to survive.

- What is really interesting is that the eagle never gives up living, instead it retreats to a mountaintop and over a five-month period goes through a metamorphosis. It knocks off its own beak by banging it against a rock, plucks out its talons and then feathers. Each stage produces a re-growth of the removed body parts, allowing the eagle to live for another 30–40 years.

- There are times in your life as a leader that you must look back and take stock of your life. The good and the bad experiences you have been through as a leader. Are you keeping in trend with the current knowledge trend? Do you need to improve your certain areas in your life as a leader?

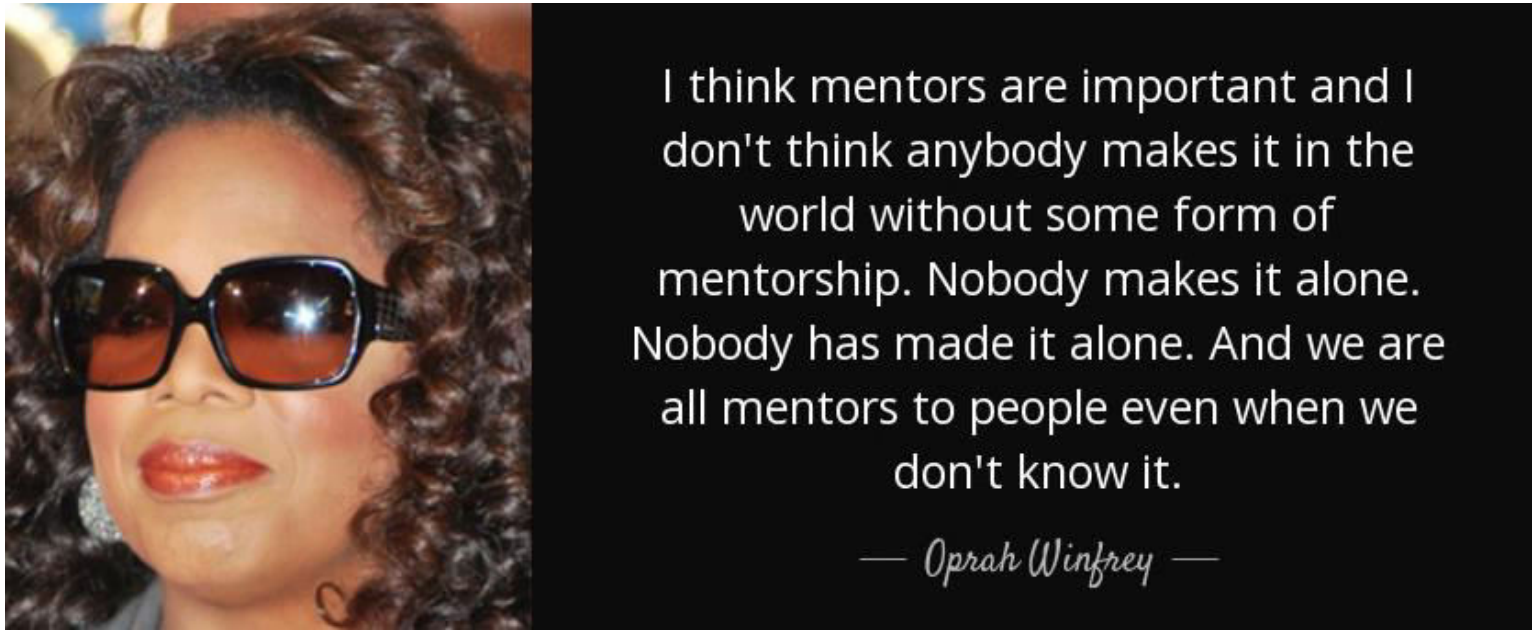


- Eagles nurture their young ones - Research has shown that no member of the bird family is more gentle and attentive to its young ones than the eagles.

- This is how it happens. When the mother eagle sees that time has come for it to teach the eaglets to fly, she gathers an eaglet onto her back, and spreading her wings, flies high. Suddenly she swoops out from under the eaglet and allows it to fall. As it falls, it gradually learns what its wings are for until the mother catches it once again. The process is repeated. If the young is slow to learn or cowardly, she returns it to the nest and begins to tear it apart, until there is nothing left for the eaglet to cling to. Then she nudges him off the cliff.

True leaders are not bosses. They grow with their people. They strive to make individuals in the organization or society grow to their full ability. They teach and guide just like the mother eagle does. They never stop giving challenges but never-give-up empowering and directing.

Why mentors?


I think mentors are important and I don't think anybody makes it in the world without some form of mentorship. Nobody makes it alone. Nobody has made it alone. And we are all mentors to people even when we don't know it.
— Oprah Winfrey —


MENTORING
Successful
people never
reach their goals
alone.

Who is a mentor?



A mentor is someone who has been there, done that, learned from the experience and is willing to share.



A mentor is someone who helps other people to reach their full potential



The emphasis is always on enabling and empowering the person to do things for themselves.

Why entrepreneurs need mentors



What does a mentor do?

A mentor is a trusted advisor that offers support to someone who needs it (aka a 'mentee').



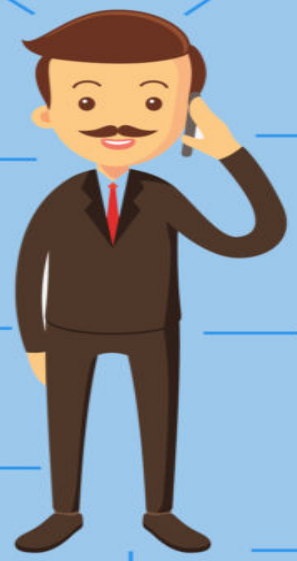
BetterUp


Advises on professional development
Supports the mentee's journey toward progress
Offers encouragement during challenging times
Identifies and provides resources
Provides personal development tips
Discusses goal setting and aspirations
Shares knowledge and life experiences

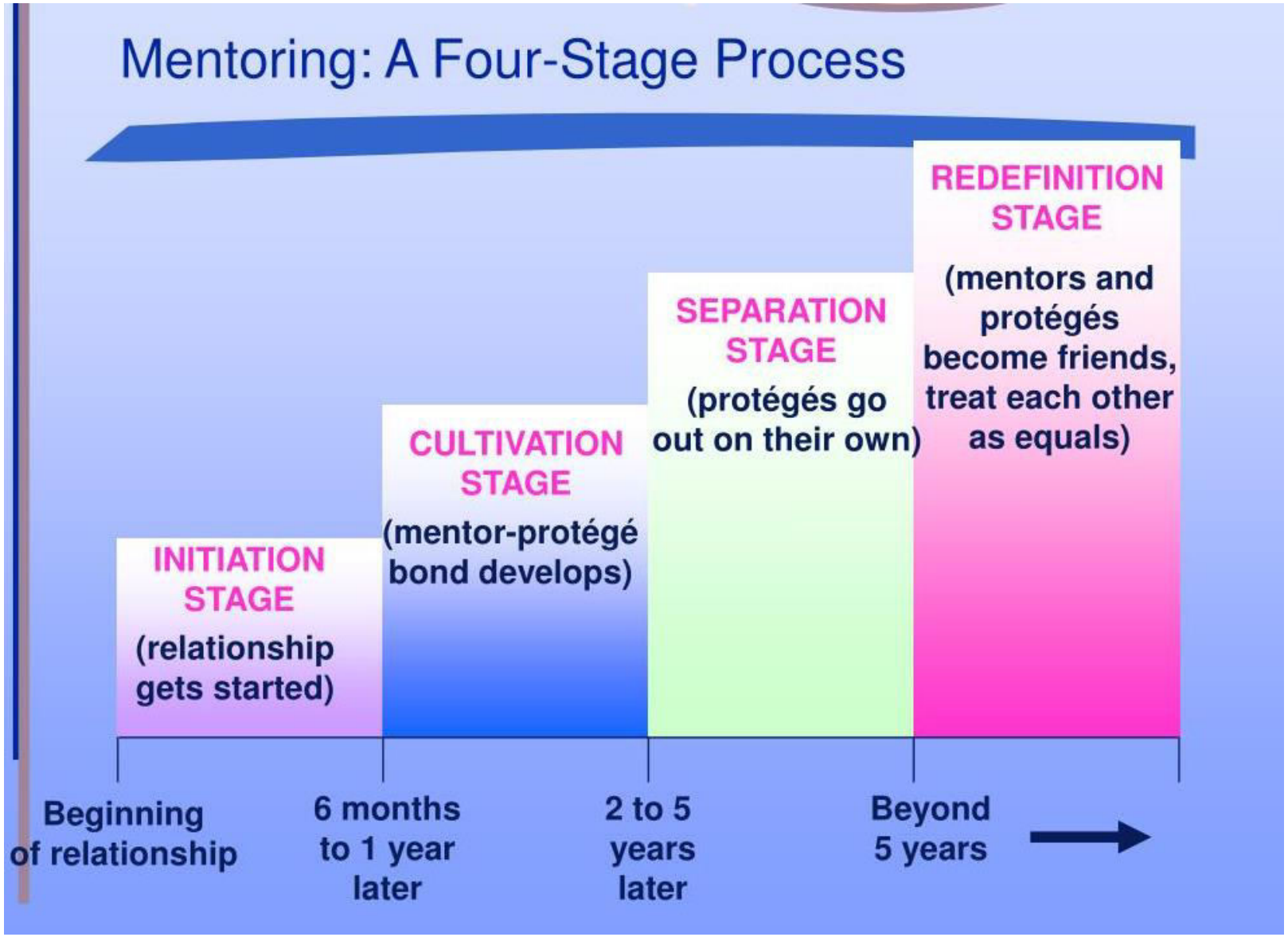
10 QUALITIES OF A GREAT MENTOR

Every successful person in the world whether they're an entrepreneur, an athlete or a musician all had great mentors who helped them unlock their potential. Here's how you can tell whether or not you have a great mentor or not.

A great mentor...



1. **CHALLENGES YOU**
   A great mentor always pushes you to be better and never lets you rest on your laurels
2. **IS EXPERIENCED**
   Your mentor should have a ton of relevant experience and wisdom they can draw upon
3. **IS WHERE YOU WANT TO BE**
   Choose a mentor that shares the same vision of success as you
4. **SUPPORTS YOU**
   A great mentor will pick you up when you stumble and fall
5. **IS A GREAT LISTENER**
   Your mentor should be willing to listen to more than just their own opinion
6. **IS INVESTED IN YOUR SUCCESS**
   A great mentor is happy to see you succeed and even potentially surpass them
7. **GUIDES YOU TOWARD THE ANSWER**
   Mentors should never just give you the answer, but give you the tools to figure it out yourself
8. **PROVIDES CONSTRUCTIVE FEEDBACK**
   Your mentor will praise you when you've done right and, most importantly, help you figure out what went wrong
9. **RESPECTS YOU**
   A great mentor should never look down on you and instead see you as their equal
10. **IS AVAILABLE**
    A great mentor should always be available to provide the help and advice you need


Mentoring: A Four-Stage Process
INITIATION STAGE
(relationship gets started)
CULTIVATION STAGE
(mentor-protégé bond develops)
SEPARATION STAGE
(protégés go out on their own)
REDEFINITION STAGE
(mentors and protégés become friends, treat each other as equals)
Beginning of relationship
6 months to 1 year later
2 to 5 years later
Beyond 5 years

mentee

protégé

or someone learning from the mentor



- A Mentee is the recipient of the Mentor's guidance and must be committed to expanding his/her capabilities, be open and receptive to new ways of learning, and have a sense of personal responsibility about the mentoring relationship and his/her own growth and development




Mentoring
is a BRAIN
to PICK
an EAR to
LISTEN
and a
PUSH
in the right
direction
JOHN C. CROSBY



Any Questions?