

As a friend and mentor/ counselor to Bill Walters would allow me to take specific processes to effectively deal with his problem. As a mentor I must see things in the total perspective, therefore, communicating with Bill and finding out exactly what his frustrations is very important Another very important part of this perspective will require me to recognize the vocational expects of what Bill supervisor is trying to convey to him. Most employee relations provide directions and oversight for a variety of reasons that the staff should take in consideration such as their performance and discipline issues, grievances, including formal complaints, investigations of harassment and other workplace misconduct allegations, all anticipated terminations and unemployment compensation claims policies and procedures that should be implemented and communicated to the staff in a meeting or handbook.

From my perspective this would help Bill and give him direction and understand where he has fallen short of his Supervisor's expectations. Then for the short-term solution, I would follow-up with Bill to see how he is doing as he increase his workload and become more effective. In the long-term effect, I will use a process of mentoring to be most effective to initiate certain roles that he should recognize which are basic principles that are involved in the process. While still understanding to draw a positive characteristic that Bill should follow I would have him to write down some of his complaints, therefore, they could be addressed one by one. I would make myself available and lean on my own background and experiences (as an Operations Manager) to communicate to Bill. I will be credible, as his counselor to lead him in a way of a friendly role model to share our values and development a capacity and how to serve others in the hope that we will accomplish, while doing the work. I would be an example and him some ethical principles and this will help him with the boundaries and discretions. This also will help him to become humble in his behavior, so that he will not struggle with the emotional disturbances that he has dealt with in the past. I would always be constructive and showing Bill how to do things smarter and not harder, this is called time management skills. I will be committed to Bill throughout the process to make sure that he knows that I am committed and to empower him with my own influences and authority, therefore he will also exercise the same type of attitude changes that will require him to keep and enjoy his job.

Effectiveness and mentoring is determined by many things: the degree of rapport we established, the effectiveness of the process, and the willingness of the mentee to grow. Christian mentoring, both in the light of the leader and the learner, which introduces a dimension that can never play a role of secular mentoring. As Christians leaders we must rest assure upon this factor, as we apply the powerful Word of God, the Supernatural dynamic of prayer, and validity of the Holy Spirit, in every mentoring/counseling session, therefore, we will always be successful.