

MENTORSHIP & MANAGING AN FRSC COMMAND IN A RECESESSEDECONOMY

By

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Part 1

MENTORSHIP

What is Mentorship?

This is a **mutual** relationship between a senior and a junior person that enables the latter draw from the **experience, expertise and morals** of the former for personal and professional development, **beyond any particular curricular or institutional goal**



Why is Mentorship Necessary?

- Because there are no self made-people, everyone is mentored in one way or the other to become what they are: *“If I see any further, it is because I am standing on the shoulders of those gone ahead of me”*
- Every Creature is created to be dependent on another for growth and development
- There will be lots of struggles and pitfalls to want to learn everything by self



Types of Mentorship

- **Mutual Mentorship:** The two people met and agreed to entered into a mentorship relationship, they define their terms and conditions, this most times cover all areas; personal, professional, etc.
- **Match-made Mentorship:** A system defined mentorship program where a mentor and a mentee are match-made based on set goals in which the two posses the desired qualities
- **Distance mentorship:** this is a type where there may not be any formal relationship between the mentor and mentee, but the mentee from a distance is inspired by a mentor and keep drawing from his experience, expertise and/or character
- **Subject based mentorship:** this can be either of the three above and it is for a specific area, say career, or spiritual life, etc only

Mentee Obligation

- Eager to Learn/Teachability
- Receptive and Accommodating
- Open to new ideas
- Respectful, loyal and keeps confidentiality
- Grateful and appreciative



Mentor Obligation



Hindrances to effective mentoring

- **Lack of mutual respect;** the much as the mentee must give absolute respect, the mentor must exercise same to the mentee; *you do not demand respect, you command it by your acts and by being and example.* What you don't have you can't give.
- **Boss-Servant Relationship:** This affects effective mentorship if the core values of mentorship are not imbibed (this is why some orderlies don't see their immediate bosses as mentors, instead they choose others)
- **Pride;** pride negates teachability and destroys mutual respect, *a proud mentee can't learn, a proud mentor can't inspire.*
- **Lack of defined goals and rules;** When the purpose of a thing is not known, abuse is inevitable, so also, there must be agreed rules that should be diligently followed
- **Ineffective communication:** Both parties must mutually choose what mode and type of communication that can serve their purpose and live by it

Mentorship in FRSC

- Right from inception, non formal mentorship exist amongst staff, most successful staff in the Corps are following others
- But to take it further, the Corps developed the system where every level of officer have certain number of staff under him to supervise
- In essence, it is envisaged that your supervisor should be your mentor
- This however does not foreclose the importance of mutual mentorship where you identify whose character, expertise and virtue you desire to learn from.
- Doing this should not compromise the basic ethics of the paramilitary system that we belong, though

Conclusion

The best mentorship program is one which the mentor and mentee are best of friends



Part 2

MANAGING AN FRSC COMMAND IN A RECESSED ECONOMY

What is Recession

A **recession** is when the economy declines significantly for at least six months. That means there's a drop in the following five economic indicators: real GDP, income, employment, manufacturing and retail sales



How Does Recession Affect us

S/NO	YEAR	BUDGET	BENCHMRK	EX RATE	VALUE
1	2014	N4.5Tr	\$74pb	N160/\$	\$282b
2	2015	N4.3Tr	\$52pb	N197/\$	\$219b
3	2016	N7.3Tr	\$38pb	N197/\$	\$371b
4	2017	N7.4Tr	\$44.5pb	N305/\$	\$243b

- In essence even though 2014 budget was N4.5 Trillion Naira and 2017 is N7.4Trillion, 2014 budget was bigger than that of 2014 in actual value
- It means that your N4,000 in 2014 is of higher purchasing power than your N7,000 in 2017

How Does Recession Affect us

- The recurrent expenditure (overhead and personnel) for 2014 was 52% but for 2017 is 35% which means heavy downward reduction on overhead expenditure to MDAs
- the price of commodities like fuel have gone up which have multiplier effect on all other activities yet the value of the naira has gone down
- In layman's language; in 2014 you had N100 which bought you 10 oranges, now in 2017 the N100 can only afford 7 oranges because of the value of the naira, then your 100 is reduced to N80, yet the price of orange is gone up from 10 to 15 naira
- This is where we are

How do we Survive then?

- High level prudence is required in the utilization of the least available resources from RSHQ
- The situation is not going to change any soon, if ever, it therefore means that we must learn to live within what is available while making efforts.
- FRSC enjoys goodwill of stakeholders especially in the private sector, we should compliment RSHQ provisions with this goodwill
- But what ever goodwill will tarnish the image of the Corps should not be attempted

Conclusion

- Great leaders and managers emerge mainly in hard times. Prove your leadership by developing strategies that will ensure sustenance of command activities
- the recession will graduate to depression if we ground activities as a result of the recession, in essence we must keep the flag flying irrespective of the pain
- I wish you a great time.

Thank You