(Mr. Tenkey's Tips # 477) --- book available @ www.mrtenkey.com

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Dear Management: Mentorship has a shelf life.

At some point... the value of a mentor, has little "additional" value to the mentee.

This inevitably causes friction.

In the mortgage industry, it's generally found between LOs and their LOAs... looking to leave the nest.

Growing pains ensue... for an LOA to get out from under the protective wing, or in some cases the boot on their neck... of that LO.

It's at this point, the company needs to step in.

Some would disagree, but the LOA is not "indebted" to the LO.

The LO trained the LOA for a task and the LO was rewarded in that task being performed and the additional commissions that were earned. In turn the LOA learned added skills.

So when this time does come, the company has a decision to make... they can retain that skillset within their ranks, and help the LOA transition from this conflict... to standing on their own.

Or they can watch the them leave...

To fly their wings...

At YOUR competition.