

## **MENTORING & LEADERSHIP IN HIGHER EDUCATION: CASE STUDIES FROM BAHRAIN**

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### **ABSTRACT**

*Studies confirm that developing leaders is how we build a strong community of individuals that can work together to achieve goals. Nowadays, universities develop and implement mentoring programs in line with their goals of the professional development of staff. Mentoring provides benefits for not only the mentees, but also for the mentors and the university as a whole. Mentors are usually leaders in their fields and mentoring enhances a more collaborative atmosphere in higher education and is a highly effective way to help the mentees to use the full range of their abilities. Teaching staff mentoring has been recognized as an ever more important function within the area of human resources as it helps staff to grow, develop and learn new skills from the guidance and direction of an expert.*

*Community gains a wide range of benefits through their productive interaction with universities. These includes enhanced human and social capital development, accelerated economic growth, professional and intellectual infrastructure in communities. Universities also benefit from effective engagement with their communities, as their reputation can be significantly improved through effective engagement.*

*Therefore, in this paper, we have used a comprehensive approach to reflect our experience in higher education for more than three decades in terms of mentoring and development of others and leading community engagement. The significance of this paper can be recognized through concentrating on the important roles of both mentoring and community engagement in Higher Education.*

**KEYWORDS:** *Mentoring, Situational Leadership, Community Engagement, Education Quality, Proactive Engagement, Kingdom of Bahrain*

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