

## Investigating the role of mentoring in empowering organizations' middle managers

Dr Melika molkara

Postdoctoral student in Management, Higher Management Education Organization,  
Tehran, Iran

[mlym803@gmail.com](mailto:mlym803@gmail.com)

### Abstract

The objectives and functions of organizations can be reached well when employees, specifically managers, are among the most efficient people at organizations. Managers can play a key role at organizations because of the impression they have on the actions of subordinates and corresponding individuals. This effect will focus on how the organization's mission is performed and on employee reactions and actions as well as the type of interaction with other organizations and the community. To achieve this, the organization must empower its most important competitive resource and gear, middle managers. Mentoring which is discussed in this paper, is one of the salient capabilities and prerequisites in empowering middle managers at an organization.

**Key words:** mentoring, empowerment, strategic management, organizational culture.