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**Title:** **E-mentoring: Implications for organizational learning and development in a wired world**

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**Abstract:** In reducing the time-space continuum to near instantaneity, information technology has fundamentally changed communication patterns in the workplace. It is no small wonder that processes with heavy reliance on information have been greatly affected by the Internet revolution. With information literally at one's fingertips, work relationships have undergone changes as well. It is expected that one such changed relationship may be that of mentoring others. While e-mentoring may not replace traditional mentoring, it might fill gaps in learning and development, providing much-needed career and skill-acquisition coaching. Alternative work arrangements, commute time, and geographic barriers make it more difficult to initiate and maintain traditional mentoring relationships. E-mentoring programs are being created to provide an avenue for reaching many who would otherwise have a difficult time in finding a mentor. Action steps are highlighted to facilitate promotion of such programs.

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## SUBJECT(S)

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