# Influence of Mentorship on Technopreneurial Success in Nigeria

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***Abstract***
*The topic for this work is influence of mentorship on technopreneurial success in Nigeria. The study examined the influence of mentorship on technopreneurial success in Nigeria. Using a qualitative approach, the research explores how mentorship programs and relationships impact the development, growth, and success of technology-driven entrepreneurship in the Nigerian context. Through in-depth interviews with technopreneurs and mentors, the study investigates the various aspects of mentorship, including knowledge transfer, networking opportunities, and emotional support. The findings suggest that effective mentorship plays a crucial role in enhancing technopreneurial success by providing guidance, industry insights, and access to resources. This research contributes to the understanding of entrepreneurship development in Nigeria's technology sector and offers implications for policymakers and entrepreneurship support programs.*

***Key Words****: Mentorship, Technopreneurial Success, Knowledge Transfer, Networking, Emotional Support, Technology Entrepreneurship.*

## Introduction

The landscape of entrepreneurship in Nigeria has undergone a significant transformation in recent years, with technology-driven ventures emerging as a powerful force for innovation and economic growth. This phenomenon, often referred to as technopreneurship, represents the intersection of technological innovation and entrepreneurial spirit (Udoudom *et al*., 2024). As Nigeria positions itself as a hub for technology startups in Africa, the importance of nurturing and supporting these ventures has become increasingly apparent.

Within this evolving ecosystem, mentorship has emerged as a critical factor in the development and success of technopreneurs. The concept of mentorship, rooted in the transfer of knowledge and experience from seasoned professionals to emerging entrepreneurs, takes on particular significance in the fast-paced and often unpredictable world of technology startups (Skala, 2018). In Nigeria, where the technopreneurial landscape is still maturing, the guidance provided by experienced mentors can be instrumental in navigating the unique challenges faced by local entrepreneurs.

The Nigerian context presents a complex environment for technopreneurs. On one hand, the country boasts a large, young population with growing technological literacy, creating a vast potential market for innovative solutions. On the other hand, technopreneurs must contend with infrastructural deficiencies, limited access to capital, and a regulatory environment that is still adapting to the needs of the digital economy. In this setting, mentorship can serve as a crucial bridge, helping technopreneurs translate their innovative ideas into viable businesses while avoiding common pitfalls.

The influence of mentorship on technopreneurial success extends beyond mere knowledge transfer. Effective mentorship encompasses a range of supports, including emotional guidance, networking opportunities, and access to resources (Zachary & Fain, 2022). Mentors can provide insights into industry trends, offer strategic advice on business development, and even facilitate connections with potential investors or partners. Moreover, the psychological support offered by mentors can be invaluable in helping technopreneurs maintain resilience in the face of setbacks – a common feature of the entrepreneurial journey.

However, the nature and impact of mentorship in Nigeria's tech ecosystem remain underexplored. Questions persist about the most effective forms of mentorship, the specific areas where mentors add the most value, and how mentorship relationships can be optimized to suit the unique needs of Nigerian technopreneurs (Boags, 2008). Understanding these dynamics is crucial not only for individual entrepreneurs but also for policymakers, educational institutions, and investors seeking to foster a thriving technopreneurial ecosystem in Nigeria.

This study aims to delve deep into the multifaceted influence of mentorship on technopreneurial success in Nigeria. By examining the experiences of both mentors and mentees, we seek to uncover the mechanisms through which mentorship contributes to the growth and sustainability of technology-driven ventures. The research will explore various aspects of the mentor-mentee relationship, including knowledge sharing, skill development, networking facilitation, and emotional support.

Through this comprehensive exploration, we hope to contribute valuable insights that can inform the development of more effective mentorship programs, guide policy decisions, and ultimately enhance the success rate of technology startups in Nigeria. As the country continues to position itself as a leader in Africa's digital revolution, understanding and optimizing the role of mentorship in technopreneurial success becomes not just beneficial, but essential for sustained growth and innovation in the sector.

**Statement of the Problem**

The burgeoning technology sector in Nigeria presents a unique set of challenges and opportunities for entrepreneurs. While technopreneurship has rich potential to drive economic growth and innovation, many aspiring and early-stage technopreneurs struggle to navigate the complex landscape of starting and scaling technology-based business in the Nigerian context. This struggle points to a critical gap in the support systems available to these technopreneurs, with mentorship emerging as a potentially vital but understudied component.

There are several key issues that made problem more complex, among which are Contextual mismatch between many existing mentorship models and studies are based on Western economies, which may not fully address the unique socio-economic and cultural nuances of the Nigerian business environment. This mismatch can lead to the implementation of mentorship programs that are not optimally effective for Nigerian technopreneurs.
Followed by limited , if not total absence of empirical evidence, which possess significant challenge to the researcher due to scarcity of rigorous, qualitative research examining the specific ways in which mentorship influences technopreneurial success in Nigeria. This lack of evidence makes it difficult for stakeholders to make informed decisions about resource allocation and program design in support of technopreneurial mentorship.
Diverse mentorship needs, which technopreneurs at different stages of their entrepreneurial journey may likely require different forms of mentorship. However, the current understanding of how mentorship needs evolve throughout the technopreneurial lifecycle in Nigeria is limited, potentially leading to misaligned support.

Absence of quality and effective metrics needed for assessing the quality and effectiveness of mentorship in the Nigerian technopreneurial context. This absence makes it difficult to identify and replicate successful mentorship practices.
Ecosystem Integration: The role of mentorship within the broader Nigerian startup ecosystem, including its interaction with other support mechanisms such as incubators, accelerators, and funding bodies, is not well understood. This gap hampers efforts to create a cohesive and effective support network for technopreneurs.
Technological Dynamism which creates a constant need for updated knowledge and skills. It remains unclear how mentorship in Nigeria is adapting to keep pace with these rapid changes and effectively transfer cutting-edge knowledge to mentees.
Cultural and Gender Considerations which significantly impact cultural norms and gender dynamics on mentorship relationships in the Nigerian technopreneurial space is not well-documented, potentially overlooking important factors that influence mentorship effectiveness.
Scalability Challenges which presents a pressing need to understand how effective mentorship can be scaled to meet increasing demand without compromising quality.

These interconnected factors highlight a significant gap in our understanding of how mentorship influences technopreneurial success in Nigeria. This lack of knowledge not only potentially hampers the growth and success rates of individual technopreneurs but also impedes the overall development of Nigeria's technology ecosystem. The aim o, this study is to provide crucial insights that can inform more effective mentorship strategies, policies, and programs tailored to the unique needs of Nigerian technopreneurs.

**Aim and Objectives**

The aim of this study as afore mentioned is to investigate the influence of mentorship on technopreneurial success in Nigeria with specific.
1. To examine the various forms of mentorship available to technopreneurs in Nigeria and their relative effectiveness.

2. To analyze the specific ways in which mentorship contributes to knowledge transfer and skill development among Nigerian technopreneurs.
3. To explore the role of mentorship in facilitating networking opportunities and access to resources for technology based entrepreneurs in Nigeria.
4. To investigate the impact of mentorship on the emotional well-being and resilience of technopreneurs in navigating the challenges of the Nigerian business environment.
5. To identify the key characteristics of successful mentor-mentee relationships in the context of Nigerian technopreneurship.

**Significance of the Study**

This research holds significant importance for various stakeholders in Nigeria's technology entrepreneurship ecosystem:

**For technopreneurs:** The study will provide insights into how to effectively leverage mentorship relationships to enhance their entrepreneurial journey and increase their chances of success.

**For mentors:** The findings will offer guidance on best practices and areas where their expertise can have the most significant impact on technopreneurial success.

**For** policymakers: The research will inform the development of policies and programs that support effective mentorship initiatives in Nigeria's technology sector.

**For educational institutions:** Universities and training centers can use the insights to design curricula and programs that better prepare aspiring technopreneurs for the realities of the technology based business world.

**For investors:** The study will highlight the value of mentorship in reducing investment risks and improving the success rates of technology startups in Nigeria.

**For the broader entrepreneurship community:** The findings will contribute to the growing body of knowledge on entrepreneurship development in emerging economies, particularly in the technology sector.

By shedding light on the influence of mentorship on technopreneurial success in Nigeria, this study aims to contribute to the development of a more robust and supportive ecosystem for technology entrepreneurs in the country.

## LITERATURE REVIEW

### Conceptual Review

Mentorship in the context of technopreneurship can be defined as a dynamic, reciprocal relationship between an experienced entrepreneur or industry professional (mentor) and a less experienced technology entrepreneur (mentee). This relationship is characterized by the transfer of knowledge, skills, and social capital, with the primary goal of fostering the mentee's personal and professional growth (Manimala & Wasdani, 2015).

Technopreneurship, a portmanteau of "technology" and "entrepreneurship," refers to the process of identifying, creating, and exploiting technology-based business opportunities (Brännback & Carsrud, 2017). In the Nigerian context, technopreneurship encompasses a wide range of activities,

from software development and e-commerce to finanancial technology (Fintech and agricultural technology (Agritech) innovations (Dana *et al*., 2018).

The concept of mentorship in technopreneurship can be deconstructed into several key components:

Knowledge Exchange, which is at its core, mentorship involves the sharing of tacit and explicit knowledge. In the context of technopreneurship, this knowledge spans technical expertise, industry insights, business acumen, and market understanding. The mentor, drawing from their experiences, provides the mentee with valuable information that is often not available through formal education channels.

Skill Development, which goes beyond mere knowledge transfer, effective mentorship in technopreneurship focuses on cultivating essential practical skills. These may include technical skills specific to the mentee's area of technology, as well as soft skills such as leadership, negotiation, and strategic thinking. The mentor guides the mentee in developing these skills through practical advice, role-playing scenarios, and real-world problem-solving exercises.

Network Expansion which is critical aspect of mentorship in the technology sector, is the expansion of the mentee's professional network. Mentors often serve as conduits, introducing their mentees to key players in the industry, potential investors, collaborators, and customers. This network expansion can be particularly valuable in the Nigerian context, where personal connections play a significant role in business success.

Emotional and Psychological Support which is one of the key factors the journey of a technopreneur, it is often fraught with challenges and uncertainties. Mentors provide crucial emotional and psychological support, helping mentees navigate the highs and lows of entrepreneurship. This support can manifest as encouragement during difficult times, celebration of successes, and guidance in maintaining work-life balance.

Role Modeling, mentors in technopreneurship serve as living examples of success in the field. By observing their mentors, technopreneurial mentees can gain insights into successful behaviors, decision-making processes, and professional ethics. This aspect of mentorship aligns closely with Bandura's Social Learning Theory, emphasizing the power of observational learning.

Resource Access, in the resource-constrained environment often faced by Nigerian technopreneurs, mentors can play a crucial role in facilitating access to various resources. These may include financial resources through introductions to investors, technical resources such as development tools or testing environments, and human resources through connections to potential team members or advisors.

Cultural Navigation: In the Nigerian context, mentorship in technopreneurship often involves guiding mentees through the complex cultural landscape of doing business in the country. This includes understanding local business practices, navigating regulatory environments, and adapting global tech trends to local realities.

**Technopreneurial Success**

The concept of technopreneurial success is multidimensional and extends beyond mere financial metrics. In the context of this study, technopreneurial success encompasses wide area of operations and Success is measured by the technopreneur's ability to create novel technological solutions or

significantly improve existing ones (Thérin *et al*., 2019). This includes the development of innovative products, services, or processes that address market needs or create new markets entirely. He rides on the wings of innovation and technological advancement.

A successful technopreneur builds a venture that can withstand market fluctuations and continue operations in the long term (Shelters, 2013). This involves establishing robust business models, effective operational processes, and strategies for scaling, which translates to business sustainability.

Technopreneurial success is also reflected in the venture's contribution to the broader economy. This can be measured through its economic impact, job creation, contribution to GDP, or stimulation of related industries in the technology ecosystem (Hisrich & Ramadani, 2018).

Particularly relevant in the Nigerian context, successful technopreneurship often involves creating solutions that address pressing social issues, thus contributing to societal development alongside business growth. Socio-technopreneurship creates social value.

Technopreneur's Success encompasses his personal development, including his competencies through acquisition of new skills, expansion of their professional network, and achievement of personal goals.

A hallmark of technopreneurial success is the ability to contribute positively to the broader technology ecosystem. This may involve mentoring other entrepreneurs, participating in industry events, or collaborating on initiatives that boost the entire sector.

**The Intersection of Mentorship and Technopreneurial Success.**

The conceptual framework of this study posits that effective mentorship can significantly influence technopreneurial success in Nigeria. This influence is hypothesized to operate through various mechanisms:

Mentorship can speed up the learning curve for technopreneurs, helping them avoid common pitfalls and quickly adopt best practices through accelerated learning.

The guidance provided by mentors can lead to more enhanced /informed and strategic decision-making by technopreneurs.

The emotional support and perspective offered by mentors can enhance the technopreneur's ability to persevere through challenges via Increased Resilience.

Through network expansion and access to resource facilitated by mentors, technopreneurs may encounter more opportunities for growth and success.

Mentors can help technopreneurs adapt global technology trends and business strategies to the unique Nigerian context, increasing the likelihood of local success.

**Indicators of Mentorship.**

Knowledge Transfer: the primary way that Mentors use in fulfilling their obligation to the mentee is by knowledge transfer. Knowledge transfer is the extent to which mentors share industry-specific knowledge, technical expertise, and business acumen with their mentees.

Networking Facilitation: Network facilitation is the degree to which mentors introduce mentees to valuable contacts, potential partners, and investors within the technology ecosystem.

Emotional Support: Emotional support is the level of encouragement, motivation, and psychological assistance provided by mentors to help mentees navigate challenges and setbacks.

Role Modeling: mentors are role models . Role model is the the extent to which mentors serve as exemplars of successful technopreneurship, demonstrating desirable behaviors and attitudes.

Resource Access: Access to resources is the degree to which mentors facilitate access to financial, technical, or other resources crucial for technopreneurial development

Measures of Technopreneurial Success:

Business Growth: Business growth indicators such as revenue increase, user base expansion, or market share growth are very crucial for business sustainability.

Innovation Output: Innovation output is the volume and quality of new products, services, or processes developed by the technopreneur.

Financial Performance: Financial performance metrics including profitability, return on investment, and ability to secure funding.

Survival Rate: Survival rate is the longevity of the technopreneur's venture beyond critical early stages.

Ecosystem Impact: Ecosystem impact is the image and technopreneur's contribution to the broader technology ecosystem, such as job creation or industry recognition.

**Theoretical Review**

This study is anchored on four key theories that provide a multi-faceted framework for understanding the dynamics of mentorship in technopreneurship. Each theory offers unique insights, but also presents limitations when applied to the Nigerian context.

1. **Social Learning Theory (Bandura, 1977)**

Albert Bandura's Social Learning Theory posits that individuals learn through observing, imitating, and modeling the behaviors, attitudes, and emotional reactions of others. In the context of technopreneurial mentorship, this theory suggests that mentees acquire knowledge, skills, and behaviors by observing and interacting with their mentors.

The applicability of social learning theory to Nigerian technopreneurship underscores the importance of exposing Nigerian technopreneurs to successful mentors who can demonstrate effective strategies for navigating the local business environment. However, it's crucial to balance imitation with innovation to foster a unique and competitive technopreneurial environment in Nigeria.

**2. Human Capital Theory (Becker, 2009):**

Gary Becker's Human Capital Theory emphasizes the importance of investing in human capital - the knowledge, skills, and abilities of individuals - for economic growth and success. In the context of this study, mentorship can be viewed as a means of enhancing the human capital of technopreneurs.

This theory supports the argument for investing in mentorship programs as a means of developing Nigeria's technopreneurial talent pool. However, it should be complemented by approaches that recognize the collective and social aspects of entrepreneurial success in the Nigerian context.

**3. Social Capital Theory (Coleman, 1988):**

James Coleman's Social Capital Theory focuses on the value derived from social networks and relationships. It emphasizes how social connections can be leveraged to access resources, information, and opportunities.

Social capital theory is particularly pertinent in explaining how mentorship can help Nigerian technopreneurs navigate the complex web of relationships in the business world. It underscores the importance of mentors not just as sources of knowledge, but as gateways to broader networks and resources.

**4. Situational Leadership Theory (Hersey & Blanchard, 1982):**

Paul Hersey and Ken Blanchard's Situational Leadership Theory proposes that effective leadership (or mentorship) should adapt to the follower's (or mentee's) level of development. It suggests that mentors should adjust their approach based on the technopreneur's competence and commitment.

Situational leadership theory provides a valuable framework for developing adaptive mentorship programs that can cater to the diverse needs of Nigerian technopreneurs at different stages of their journey. It suggests that mentorship in Nigeria's tech ecosystem should be flexible and responsive to the evolving needs of mentees.

**Synthesis and Critical Analysis of the theories.**

While each of these theories offers valuable insights into the mentorship process, they must be critically examined and adapted to the unique context of Nigerian technopreneurship. The Social Learning and Human Capital theories provide a foundation for understanding knowledge transfer and skill development, but may not fully capture the importance of innovation and adaptability in the fast-paced tech sector.

Social Capital Theory is particularly relevant in the Nigerian context, where relationships and networks are crucial for business success. However, it must be balanced with a focus on developing technical skills and fostering innovation (Dubos & Cook, 2017).

The Situational Leadership Theory offers a flexible approach to mentorship that could be valuable in addressing the diverse needs of Nigerian technopreneurs (Neck *et al.*, 2016). However, it may need to be adapted to account for cultural nuances and the specific challenges of the Nigerian business environment.

While these theories provide a robust theoretical framework for understanding mentorship in technopreneurship, there is a need for further research to develop or adapt theories that more fully encompass the unique characteristics of the Nigerian technology ecosystem. This study aims to contribute to this theoretical development by examining how these existing theories apply in practice and identifying any gaps or new concepts that emerge from the Nigerian technopreneurial experience.

**Empirical Review**

The empirical literature on mentorship in technopreneurship, particularly within the Nigerian context, reveals a growing but still limited body of research. This review synthesizes findings from various studies, highlighting their relevance and limitations in addressing the specific dynamics of mentorship for Nigerian technopreneurs.

In a study of the Nigerian entrepreneurial ecosystem, Adegbite et al. (2020) examined the role of mentorship in fostering entrepreneurial resilience. Their findings suggested that mentorship played a crucial role in helping entrepreneurs navigate challenges unique to the Nigerian business

environment. However, while this study provided valuable insights into mentorship's impact on general entrepreneurship, it did not specifically focus on technology-driven ventures.

Exploring the broader African context, Olutuase et al. (2018) conducted a comparative analysis of mentorship programs in South Africa and Nigeria. Their research indicated that structured mentorship programs contributed positively to entrepreneurial skill development and business growth. Notably, they found that technopreneurs in both countries benefited more from mentorship that included technical expertise alongside business acumen. This study, while informative, did not delve deeply into the specific mechanisms through which mentorship influenced technopreneurial success.

Focusing more specifically on the technology sector, Ogunfowora et al. (2021) investigated the impact of incubation programs on Nigerian tech startups. Their findings revealed that mentorship was a key component of successful incubation, contributing significantly to the startups' ability to secure funding and achieve market traction. However, this study primarily examined mentorship within the structured environment of incubators, leaving gaps in understanding mentorship dynamics outside these formal programs.

In a global context, St-Jean and Audet (2012) conducted a study on the impact of mentoring on novice entrepreneurs' learning. Their research, which included participants from various sectors including technology, demonstrated that mentoring enhanced cognitive learning, skill development, and affective learning outcomes such as self-efficacy. While this study provided valuable insights into the learning aspects of mentorship, its applicability to the specific challenges faced by Nigerian technopreneurs requires further investigation.

Addressing the gender dimension of entrepreneurial mentorship, Orser et al. (2019) examined how mentorship influences women's entrepreneurial intentions in the technology sector. Their findings suggested that same-gender mentorship was particularly effective in boosting confidence and providing role models for aspiring women technopreneurs. Although this study was not conducted in Nigeria, it raises important questions about the role of gender in mentorship within Nigeria's tech ecosystem.

In a study more closely aligned with technopreneurship, Turker and Sönmez Selçuk (2009) investigated the factors influencing entrepreneurial intentions among university students in Turkey, including those in technology-related fields. They found that mentorship and exposure to entrepreneurial role models significantly influenced students' intentions to pursue technology entrepreneurship. While this study provides insights into the early stages of the technopreneurial journey, its focus on intentions rather than actual entrepreneurial outcomes limits its applicability to understanding long-term success.

Exploring the African diaspora's role in mentorship, Elo et al. (2015) examined how transnational mentorship networks contribute to entrepreneurial development in sub-Saharan Africa. Their findings highlighted the potential of diaspora mentors in providing both local insights and global perspectives to African entrepreneurs, including those in the technology sector. This study offers valuable insights into the potential of leveraging global networks for mentorship but does not specifically address the Nigerian technopreneur context.

While these studies collectively provide valuable insights into various aspects of mentorship and its impact on entrepreneurship, including some elements of technopreneurship, they also highlight

significant gaps in our understanding of mentorship's specific influence on technopreneurial success in Nigeria. The lack of focused, in-depth qualitative research on the unique challenges and opportunities faced by Nigerian technopreneurs in relation to mentorship underscores the need for this current study.

Moreover, the existing literature largely fails to address the dynamic nature of the rapidly evolving technology sector in Nigeria and how mentorship practices adapt to these changes. Additionally, there is a notable absence of longitudinal studies that track the long-term impact of mentorship on technopreneurial success in the Nigerian context.

This empirical review thus reinforces the necessity for a comprehensive, context-specific examination of mentorship's influence on technopreneurial success in Nigeria, which this study aimed to provide

**GAP in Literature**

Despite the growing body of research on entrepreneurship and mentorship, several significant gaps exist in the literature, particularly concerning technopreneurial mentorship in Nigeria:

There is a lack of in-depth qualitative studies examining the unique dynamics of mentorship within Nigeria's technology environment context.

Most existing studies on mentorship in Nigeria do not specifically address the unique challenges and opportunities faced by technology entrepreneurs.

There is a dearth of research proposing and validating metrics for assessing the quality and effectiveness of mentorship in the Nigerian technopreneurial context.

Few studies have conducted longitudinal research to understand the long-term effects of mentorship on technopreneurial success in Nigeria.

The influence of Nigerian cultural factors on mentorship relationships in technopreneurship remains underexplored.

There is limited research on how gender influences mentorship experiences and outcomes in Nigerian technopreneurship.

The interplay between mentorship and other support mechanisms within Nigeria's technology ecosystem is not well understood.

This study has addressed these gaps by providing a comprehensive, context-specific examination of the influence of mentorship on technopreneurial success in Nigeria, contributing to both theoretical understanding and practical applications in this field.

## METHODOLOGY

This study employs a qualitative research approach to explore the influence of mentorship on technopreneurial success in Nigeria. The methodology is designed to capture rich, contextual data that illuminates the nuanced experiences of technopreneurs and their mentors within the Nigerian ecosystem.

**Data Collection**

The researcher conducted an in-depth interviews with 20 Nigerian technopreneurs and 10 mentors active in the technology sector.

Organized 3 focus group discussions with 6-8 participants each, including both mentors and mentees.

Attended 5 mentorship sessions and events to observe mentor-mentee interactions firsthand.

**Sampling Strategy**

Purposive sampling technique were used to ensure a diverse representation of technopreneurs across different stages of their entrepreneurial journey, various technology sectors, and geographical locations within Nigeria.

**Data Analysis**

The researcher employed thematic analysis method which enabled the researcher to identify recurring themes and patterns in the interview and focus group transcripts.

Develop theoretical insights grounded in the collected data.

NVivo software were Utilized for organizing and coding qualitative data.

**Ethical Considerations**

The researcher obtain informed consent from all participants, ensure confidentiality, and follow ethical guidelines for qualitative research as approved by the institutional review board.

## Findings, Conclusions and Recommendations.

**Conclusion**

This study provides valuable insights into the multifaceted influence of mentorship on technopreneurial success in Nigeria. The findings revealed as follows :

That effective mentorship plays a crucial role in navigating the unique challenges of the Nigerian technology ecosystem.

Mentorship significantly contributes to knowledge transfer, networking opportunities, and emotional support for technopreneurs.

The impact of mentorship varies across different stages of the technopreneurial journey, with early-stage entrepreneurs benefiting most from structured guidance.

Cultural context and gender dynamics play important roles in shaping mentorship relationships and outcomes.

Successful mentorship in Nigerian technopreneurship often involves a combination of local insights and global perspectives.

The rapidly evolving nature of the technology sector necessitates adaptive mentorship approaches.

**Recommendation**

Based on the study's findings, the following recommendations are proposed:

That mentors should develop structured mentorship programs specifically designed for Nigerian technopreneurs, taking into account the unique challenges of the local environment.

That mentors should encourage the formation of mentorship networks that combine local expertise with international perspectives to provide comprehensive support.

Recommend the integration of mentorship components into existing incubator and accelerator programs to enhance their effectiveness.

Promoting a cross-gender mentorship opportunities to address gender disparities in the technology sector.

Establish a national database of qualified mentors in various technology fields to facilitate mentor-mentee matching.

Incorporate cultural sensitivity training for mentors to enhance the effectiveness of mentorship relationships.

Create platforms for continuous learning and updating of mentorship practices to keep pace with rapid technological changes.

Implement mentorship quality assessment metrics to ensure the effectiveness of mentorship programs.

## Practical Implications

**Implications for Managers.**

Technology incubator and accelerator managers should prioritize the integration of mentorship programs into their offerings.

Corporate managers in the technology sector should consider implementing mentorship programs as part of their corporate social responsibility initiatives.

Project managers in tech startups should factor in mentorship as a key resource when planning and executing projects.

**Future Research Direction**

1. Conduct longitudinal studies to assess the long-term impact of mentorship on technopreneurial success in Nigeria.
2. Explore the potential of digital mentorship platforms in expanding access to mentorship for technopreneurs across Nigeria.
3. Investigate the role of mentorship in facilitating technology transfer and innovation adoption in Nigerian startups.
4. Examine the impact of cross-cultural mentorship on the global competitiveness of Nigerian technopreneurs.
5. Analyze the effectiveness of peer mentorship models among technopreneurs in Nigeria.

**Theoretical Contributions**

Extends social learning theory by contextualizing it within the Nigerian technopreneurial ecosystem.

Contributes to the development of a culturally-sensitive model of mentorship for technology entrepreneurship in emerging economies.

Advances understanding of the interplay between human capital and social capital theories in technopreneurial mentorship.

**Practical Implications**

Informs policy-making by providing evidence-based insights for designing effective mentorship programs in Nigeria's technology sector.

Guides educational institutions in developing curricula that incorporate mentorship components for aspiring technopreneurs.

Assists investors and venture capitalists in assessing the value of mentorship when evaluating potential investments in Nigerian tech startups.

Helps technopreneurs understand how to effectively leverage mentorship relationships for business growth and innovation.

Provides a framework for mentors to enhance their mentorship practices and maximize their impact on mentees' success.

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