

STRONGER PERFORMANCE THROUGH MENTORING

Accelerate learning.
Increase confidence.
Broaden perspectives.
Realize true potential.



Our goal is to strengthen organizations through their people. We believe the right mentor can accelerate learning, increase confidence, broaden perspectives and help key talent realize their true potential. We focus on the whole person and leverage formalized mentoring programs to help people thrive at work and in life.

Our innovative Cross-Company mentoring model was designed in 1991 and has since expanded globally, supporting participants in 70+ countries.

Key Differences of Menttium's Cross-Company Model

- **Highly-rated** mentee/mentor partnership matches
- **Technology & people-based match process**, based on interviews and assessments
- **Calculated return** on mentoring measurement, based on growth in leadership competencies
- **Rigorous, structured program** that ensures success
- **Menttium mentors trained, experienced, and committed** to Menttium mentees
- **Confidential relationships & program rigor** enable candid conversations and growth
- **Outside perspectives** create innovative thinking

Why Formal Mentoring?

- **75 percent of private sector executives** say mentoring has been critical in their own career development.¹
- **77 percent of companies with mentoring programs** say they improve employee retention and job performance.¹
- **79 percent of millennials** believe "mentorship programs are crucial to their career success." This is especially important because by 2025, 75 percent of the workforce will be millennials.¹



Cross-Company Mentoring Program offerings:

- **Menttium 100[®]**
Advancing women since 1991
- **Menttium Ladders[™]**
Develop, inspire and retain your key talent, inclusive to all
- **Momentum[™]**
Further your diversity & inclusion strategy
- **Executive**
Develop your elite leaders on the cusp of the c-suite

MATCH SUCCESS RATE OF 95%



Industry Leading
Match Process
Conducted by
Menttium Interview
Team

Menttium's Cross-Company Program Offerings

Develop, engage, and retain key talent with mentoring programs designed to focus on crucial leadership competencies. Programs focus on crucial areas for your next generation leaders:

- Leading and dealing with change
- Emotional intelligence
- Embracing conflict to stimulate creativity
- Leveraging strengths
- Strategic thinking, planning and execution
- Executive presence

Menttium's cross-company programs offer ways to unlock the potential of all key talent:

Women, people of color, emerging talent and executives preparing for the C-Suite.



Menttium 100*

Unlocking the potential of women



Menttium Ladders™

Unlocking the potential of key talent, inclusive to all



Momentum™

Unlocking the potential of professionals of color



Executive Mentoring

Unlocking the potential of future C-Suite leaders

Menttium Programs Value-Add Education Series

All program participants are invited to Menttium's proprietary Business Education Webinar series. Topics include:

- Working Cross-Functionally
- Managing Up
- Work/Life Integration
- Unleash Your Authentic Self
- Setting Vision
- Personal Brand
- Communication Style Preferences
- Becoming a Business Storyteller
- Executive Presence
- Mindfulness
- Leveraging Strengths
- Influencing in Complex, Matrix Organizations

[menttium.com](https://www.menttium.com)

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MENTTIUM MENTEE SUCCESS

Measuring Impact, Return on Menttium Mentoring Programs:²



95% report mentoring having a positive impact on retention



94% report mentoring having a positive impact on confidence



93% report mentoring having a positive impact on engagement



93% report mentoring learning application to job



94% report mentoring added value to career



92% report mentoring strengthened job performance



96% report readiness for career progression following Menttium program

Sources:

1. <https://www.forbes.com/sites/meghanbiro/2017/01/27/make-2017-the-year-to-get-serious-aboutmentoring/#13b7d56ebcea> 2017
2. Results from 1200 recent mentees, surveyed by Menttium (Return on Mentoring Aggregate Report)