



A completely customized experience, designed for Senior Leaders.

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

The unprecedented pace of change in today's marketplace means that organizations need to adapt, innovate and execute more quickly than ever to stay relevant. Leaders are challenged to meet short-term business performance demands while also creating strategies for business viability over the long term.

Menttium's Executive Mentoring program escalates the leadership capacity of senior leaders by matching them with mentors who are seasoned executive and c-suite leaders from other organizations.

Designed specifically to accelerate leaders' ability to meet business objectives and demonstrate their leadership capabilities, this cross-company experience offers one-to-one mentoring for your bench of rising executives.



**Senior leaders who participate in this experience can expect to gain:**

- Access to a seasoned executive or c-suite leader experienced in the challenges of leading in a quickly changing environment
- Guidance in creating strategy
- Support in driving or managing change
- Ideas for transforming cultures
- Support for harnessing emotional intelligence
- Skills for building effective constituencies and networks

A middle-aged man with a grey beard and mustache, wearing a light brown suit jacket, a light blue shirt, and a dark blue patterned tie, is smiling broadly. He is shaking hands with another person whose hand is visible on the right side of the frame. The background is a bright, out-of-focus office interior with large windows.

**YEARS OF  
RESEARCH AND  
FIELD-TESTED  
EXPERTISE**



## HOW WE DO IT

**Menttium designs and executes structured mentoring programs that result in both individual and organizational benefits. By applying years of research and field-tested expertise, we've built the industry's most comprehensive interview and match process.**

We've integrated repeatable diagnostics that quantify the return on your mentoring investment.

We match your senior leader with the right mentor by working closely with you, your candidate and our

robust network of mentors prior to the customized partnership launch date. Our experienced Menttium Advisor ensures success by staying in close touch throughout the mentoring partnership.



### ONE-ON-ONE MENTORING PARTNERSHIP

Menttium executive mentors are hand selected and recruited for their depth of knowledge, authentic leadership style and ability to apply practical skills application to be successful in the c-suite.

### KEY MILESTONES INCLUDE:

- EQ-i 2.0 self assessment and debrief
- Participant interview
- Match
- Partnership launch
- Quarterly check-ins that measure outcomes, engagement and satisfaction
- Monthly tips and best practices
- Access to curated resources customized to each individual



### CUSTOMIZED RESOURCES

Executive Mentees will be provided customized resources based on their interests and learning goals. We will intimately learn about their learning styles and background knowledge to ensure content is fresh and relevant. Most of our executive mentors have more than 25 years of experience with broad and deep knowledge in their fields as well as in their leadership capabilities. Increased perspective and innovative thinking are two primary reasons our clients select external mentors for their executive team.



### EQ-I 2.0 EMOTIONAL QUOTIENT INVENTORY

All participants will have the option of taking the EQ-i 2.0 Emotional Quotient Inventory and have a personalized debrief with a certified facilitator. More information about the EQ-i 2.0 Inventory can be found here: <https://www.eitrainingcompany.com/eq-i/>



## EXECUTIVE MENTORING BENEFITS YOUR ENTIRE ORGANIZATION

Our clients use the Executive Mentoring experience to:

- Accelerate the development of their executive and senior leaders
- Build an organization that embraces diverse perspectives, innovative ways of approaching challenges and an external point of view
- Support leaders in driving and managing significant organizational and market changes
- Equip leaders to lead an increasingly diverse and dynamic workforce

### Three Pronged Approach



### ABOUT MENTTIUM

Founded in 1991, Menttium is a pioneer and leader in formal corporate mentoring programs that support leadership development and diversity in the global business community. Our clients include Fortune ranked mid-to-large sized organizations.

[menttium.com](http://menttium.com)

STRONGER PERFORMANCE THROUGH MENTORING

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“Menttium’s Executive Mentoring Program allowed me a tremendous opportunity to partner with another executive outside of my industry, function and comfort zone. My Executive Mentor was invaluable as we talked about critical lessons he learned throughout his career – from transforming businesses, making major changes, understanding market dynamics, and addressing people issues. I would strongly recommend this program for anyone who is seeking a fresh perspective on how to approach business challenges and is committed to their executive development and growth.”

– **Natalie Stute**  
Chief Human Resources Officer *Consilio, LLC*



### IDEAL CANDIDATES

- New to their positions
- Identified as key succession candidates
- Responsible for creating strategy and driving business objectives
- Very tenured within the organization and could benefit from external perspective
- New to the organization and would benefit from an external sounding board
- Charged with leading enterprise-wide change initiatives