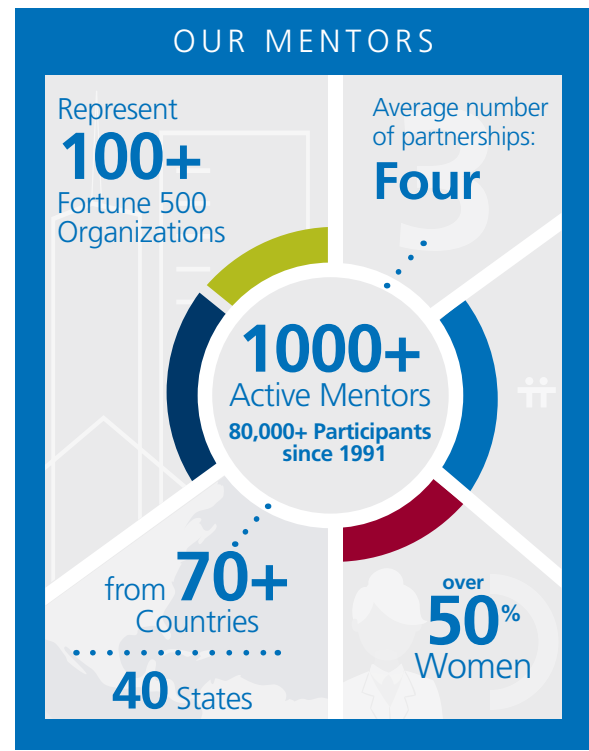


**Founded in 1991, Menttium is a pioneer and leader in corporate mentoring programs that support leadership development and inclusion efforts in the global business community. Our goal is to strengthen organizations through their people and to help people thrive at work and in life.**

We believe the right mentor can accelerate learning, increase confidence, broaden perspectives and help key talent realize their true potential. Our programs focus on the whole person using formalized one-to-one mentoring relationships, business education and peer networking.



## Program Overview - Mentee Experience

### One-to-One Mentoring Component

- 12-month one-to-one partnership with a mentor from a different corporation, potentially a different job function and likely a different industry
- 1-2 hours per month
- Confidential
- Focused on leadership development goals (not job training)

### Measurement Component

- Pre-mentoring & post-mentoring assessment measuring gains in 31 KPIs found in high performing corporations
- Goal setting tools
- Check-in surveys measuring retention (intent to stay), organizational engagement, improvements in relationships with direct managers, peers and direct reports as well as impact on leadership skills, job performance and confidence

### Learning Component

- Orientation and launch educates mentees on how to create successful mentoring relationships including tips on driving meeting agendas, trust building exercises, and giving & receiving feedback tools
- Monthly Business Education Webinars on key leadership topics
- Monthly mentee communications including tools to drive meeting outcomes

### Networking Component

- Online peer directory
- Chat forum in webinar sessions



**Contact us at**

800-863-5127 | [support@menttium.com](mailto:support@menttium.com)

## Program Overview - Mentee Manager Experience

- Pre-mentoring & post-mentoring assessment measuring gains in 31 KPI found in high performing corporations – taken on behalf of the mentee. Your assessment of your employee’s skills will be given directly to your employee for a chance to openly discuss strengths and areas of opportunity. Your input in goal setting is welcomed and your mentee is encouraged to include you in the process.
- Check-in surveys measuring improvements in relationships, impact on leadership skills, job performance and confidence.
- Monthly Business Education Webinars on key leadership topics (You are invited to attend to increase exposure to the mentee’s learning opportunities).
- Quarterly manager communications with tools for effectively supporting your employee in a confidential mentoring relationship.

## Mentee Goal Development - Goal-Setting Process

- Feedback from the mentee’s pre-mentoring assessment.
- Mentee’s professional development plan.
- Mentee’s personal interests.
- Feedback from his/her Manager’s pre-mentoring assessment and input.
- Organically from his/her Mentor’s experience and expertise.

## Tips to be a Successful Menttium Mentee Manager

- Meet with your employee prior to the start of the program to ensure his/her expectations and your expectations are aligned.
- Express support for your employee to prioritize the program.
- Leverage your regular check-ins to learn about your employee’s progress.
- Look for opportunities for your employee to maximize his/her learning in stretch assignments.
- Meet with your employee at the end of the program to reflect on his/her learning and identify next steps.

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## Testimonials from Previous Managers

“I strongly agree the program impacted my employee’s readiness to take a larger role within our organization, and in fact he was promoted during the program. I saw him demonstrate more strategic thinking, thought leadership, and ability to influence others.”

“My employee has matured over the last few months, has a broader view, and can see the impact of her behavior more.”

“My employee has used her new knowledge from the program to advocate team unity and bring more interaction to staff under her direction.”