



menttium®

Amplify™

Group mentoring with a twist

Traditional group mentoring has been prevalent for over 20 years. A typical group mentoring structure includes approximately 8-12 mentees with similar development needs or like-minded goals and 1-2 senior leaders from the same business acting as mentors for the group.

What if you don't have senior leaders available who can dedicate time to this group? What if the group consists of your highest ranking women and they want a role model that can appreciate their immediate challenges and help them navigate up, around and through? This is where cross-company group mentoring can solve your needs. Menttium created Amplify based on current client demands. We've tapped our broad network of mentors spanning the globe to give you access to the best and brightest mentors ready to amp up their mentoring role and give back to a group of

Amplify Explained

A group learning environment creates opportunities for cross-functional exposure, but also creates an environment of new perspectives and gained insights.

The following are key learnings participants are applying back to their careers and companies:

- Sponsorship - "I'm aggressively pursuing sponsorship as a result of this mentoring program - it is important to identify sponsors who are willing to support stretch assignments."
- Ownership - "Taking ownership of my career and being clear about what I want - I create my own destiny."
- Change Management - "I took concepts from the group back to my department."
- Strategic Thinking - "I force myself to pause and try to get out of the day to day in order to drive business forward"
- Work-Life Balance - "The group helped others to find courage to ensure a better balance."
- Expectation Management - "As a group, we learned how to take control of the scope of our roles and manage expectations."
- Executive Presence - "I gained awareness of what the leadership team sees as key aspects of Executive Presence."

When you choose to create an Amplify mentoring program, the process includes three basic steps:

1

Identify your business objective(s) that will be impacted by a mentoring program: Increasing retention, engagement, etc.

2

Identify the demographic group(s) where positive change can have the largest impact on your business.

3

Determine your short and long term vision for the program.

Corporations are using Amplify to support:

- Emerging Women Leaders
- GLBT Talent
- Succession Planning
- Employee Resource Groups

95% of senior executives determine mentoring to be an important development and retention tool and 97% felt mentoring contributed to the success of their company.*

Group Mentoring

The structure of Amplify encourages a learning and development process owned by the participants. Group members identify and design monthly learning activities, provide feedback to each other and develop individual action plans to apply their learning. Mentors contribute to the learning process by sharing their experiences, cross-organizational perspective, and expertise.

Clients use Amplify to address issues that include, leadership development, knowledge transfer, accelerated learning, and diversity and inclusion initiatives. Amplify groups consist of 8-12 mentees and one mentor. The group meets once a month to incorporate learning and development activities as well as share strategies for personal and professional effectiveness.

- Mentees hear the experienced mentor perspective and diverse perspectives from their peers
- Participant networks immediately expand within your company
- Organizations are able to develop a large population of mentees using a small group of external mentors

How We Do It

We design and execute structured mentoring strategies that bring together organizational and individual benefits. By applying years of research and field-tested expertise we've built the industry's most comprehensive interview and match process. Plus, we've integrated renewable and repeatable diagnostics that help you demonstrate a return on your mentoring investment.

To ensure that mentees and mentors are matched appropriately, we work with you, your mentees, their managers and future mentors prior to the program launch and continuously throughout the entire twelve-month program. As a confidential third party, we collect and measure program progress and report back to you aggregate quantitative data and anecdotal feedback.

96% of
Fortune 500 executives say
mentoring is an important
developmental tool.**

While Mentttium drives all of the work behind the scenes, here's what you can expect to see:

- Upon enrollment of mentees, Mentttium will provide you with sample communication and best practices for engaging your mentees and key business partners
- Mentttium will support mentees throughout the program year beginning with a program orientation
- Mentees will complete a Pre-mentoring assessment, goal setting and online profile
- Mentttium will provide you with mentor recommendations based on the group's goals
- Mentttium will work with you and your group to establish peer group session topics, examples include: executive presence, personal brand, and moving from status quo to achieving vision
- Mentttium will conduct quarterly progress check-ins and report back your organization's Return on Mentoring®



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ABOUT MENTTIUM:

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

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*Ed Michaels, Helen Handfield-Jones, and Beth Axelrod. The War for Talent. Boston: Harvard Business School Press, 2001.

**Carol Orsag Madigan, "Human Resources: It's Not Your Father's Mentoring Program," Business Finance Oct. 2000.