



menttium®

Executive Mentoring

Boost senior leaders' ability to lead at the speed of change

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 gets newly identified senior and c-suite leaders up to speed quickly by matching them with mentors who are seasoned executive and c-suite leaders from other organizations.

The Executive Mentoring Experience

Designed expressly to accelerate emerging leaders' ability to meet business objectives and demonstrate their leadership capabilities, this cross-company experience offers one-to-one mentoring for senior high-level and c-suite leaders.

“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, Corporate Vice President
Human Resources, Jostens, Inc

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



The opportunity for driving change



Ideas for transforming cultures



Support for harnessing emotional intelligence



Skills for building effective constituencies and networks

“Seasoned mentors, with just the right mix of particular skills, can make the difference to enable new senior executives to benefit from fast-start tips in a demanding environment.”

- Menttium Mentor

Ideal Executive Mentoring Candidates

Senior leaders who are:

- New to their positions
- Identified as key succession candidates
- Responsible for creating strategy and driving business objectives
- New to the organization and would benefit from building internal networks
- Promoted from within the organization and would benefit from building external networks
- Charged with leading enterprise-wide change initiatives

C-Suite leaders who are:

- New to their organizations
- Recently promoted to the c-suite from within the organization
- Likely to benefit from outside perspectives
- Working in organizations with limited peer mentors at the executive level
- Open to adding an external mentor to an existing team of coaches, internal mentors and trusted advisors

“It’s been my experience that an executive mentoring program is the most effective way to provide rising leaders the tools they need to be effective in the shortest possible time.”

– Menttium Mentor

Executive Mentoring Benefits Your Entire Organization

Our clients use the Executive Mentoring experience to:

- Accelerate the development of their senior and c-suite leaders
- Build an organization that values mentoring and knowledge transfer
- Support leaders in driving toward the organization’s business goals

“In the life of every business, the onboarding of a senior leader is a critical event. Providing the perspective of a senior mentor early in the process helps the new leader become effective in the shortest possible time.”

– Menttium Mentor

How We Do It

Menttium designs and executes structured mentoring strategies 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. And we’ve integrated renewable, 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 pool of mentors prior to the customized partnership launch date. Our experienced Menttium Advisor ensures success by staying in close touch throughout the mentoring partnership.

Key milestones include:

- Pre-Partnership Assessment
- Participant interview
- Match
- Partnership launch
- Check-in surveys that measure outcomes, engagement and satisfaction
- Monthly tips and best practices
- Post-Partnership Assessment



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ABOUT MENTTIUM:

Founded in 1991, Mentium 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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