



menttium®

Menttium Ladders™

Develop, inspire and retain your top talent

In today's global marketplace, business professionals are under more pressure than before to innovate and adapt to the ever changing landscape. Information is available at lightening speed, but knowledge sharing is becoming scarce.

Menttium Ladders takes an intentional approach to matching your emerging business leaders with mentors from different companies who are ready to give back and transfer their knowledge. From cross-company, cross-industry, cross-generational, cross-functional, cross-country or cross-continent matches, we provoke innovation.

The Ladders Experience

This elite cross-company program offers a one-to-one mentoring experience for individuals identified within your organization as having the potential to take on roles with increased complexity and higher levels of leadership and responsibility.

“During the first meeting, my mentor and I made a wonderful connection. It was evident that she had become familiar with my background. I was initially concerned that our geographic locations would hinder developing a sincere and effective working relationship; however, my experience has been the exact opposite.”

- Erica Jordan, Engineering Manager, Navistar

Professionals who participate in Ladders can expect to gain:



A confidential relationship with a senior executive dedicated to helping your candidate obtain his or her career objectives



The opportunity to learn and practice new leadership skills in a risk-free environment



Problem-solving and goal setting skills



A different perspective on corporate life and its universal opportunities and challenges



Increased self-confidence resulting in more effective decision-making and risk-taking



Skills for building effective constituencies and networks

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

Ideal Ladders Candidates

This program is designed for the future leaders of your business. These are a few examples of traits ideal candidates for Ladders may have in common:

- Male or female mid-to-senior level with six or more years of experience
- Promoted within the last 12 months to a larger role in your organization or identified as a key succession candidate for a critical role
- Leading large scale or strategic projects that require influence across functions or business units
- Recently hired into your company for a new or reformatted role

“Menttium’s Mentoring Program allowed me a tremendous opportunity to partner with another executive outside of my industry, function, and comfort zone. My 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

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.

77% of all companies surveyed state that mentoring is an effective tool to increase the retention of valued employees.”

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. While Menttium drives all of the work behind the scenes, here’s what you can expect to see:

- Upon enrollment of mentees, Menttium will provide you with sample communication and best practices for engaging your mentees and key business partners
- Menttium will support mentees throughout the program year beginning with a Program Orientation
- Mentees will complete a Pre-Mentoring Assessment, goal setting, online profile, telephone interview and be invited to attend on-going business education sessions on a variety of topics relevant to professional development, critical to your business. Examples include: topics related to market orientation, executive presence, and moving from status quo to achieving vision
- Menttium will conduct quarterly progress check-ins and report back your organization’s Return on Mentoring®



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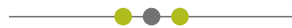
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ABOUT MENTTIUM:

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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menttium.com

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

**Best Practice Resources. 5 Jan. 2004