



menttium®

Momentum™

Developing professionals of color to ignite a corporate culture of inclusion.

In today's global marketplace, business leaders need to understand first hand the diversity of their surrounding communities in order to capitalize on the wants and needs of their consumers and ultimately impact the bottom line. Retaining diverse top talent needs to be a priority for every competitive organization.

71% of Fortune 500 companies have formal mentoring programs.*
Is your organization staying competitive? Is retention and innovation important to you?

Momentum matches emerging business leaders of color with senior business leaders from different companies to create a mentoring relationship that helps professionals of color fulfill their leadership potential. Participating in Momentum not only assists you in building a culture of diversity and inclusion, but also helps strengthen your bench with increased retention, engagement and job performance.

The Momentum Experience

The Momentum program offers professionals of color twelve months of formal one-to-one mentoring partnership, access to business, professional and leadership education, and peer networking opportunities.

“Discover your strengths - then celebrate them. Acknowledge your weaknesses and fears - then attack them. Learn who you are - and embrace what you find.”
- Jessie Burgess, Accor North America (Mentee, 2009)

“My mentor was an excellent listener, sounding board, and coach over the [prior] year.”
- Ortega Pittman, Hewlett Packard (Mentee, 2009)

Professionals of color who participate in Momentum can expect to gain:



Access to a senior leader that appreciates the development needs of a high-potential professional of color



A development opportunity with a strong network of high-performing peers



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



A confidential relationship with a senior professional dedicated to helping each mentee achieve his or her individual career objectives

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.**

Ideal Momentum Candidates

This program is designed for high-potential professionals of color who will lead your business in the future. Here are a few examples of traits ideal candidates for Momentum may have in common:

- A high-performing male or female with three or more years of experience
- An individual who is isolated in a white majority executive and middle management culture
- A professional who is specifically interested in a development program that has a core focus on professionals of color
- Highly motivated and willing to invest time in his or her career and professional development
- Demonstrates leadership potential – the ability to take on higher level responsibilities

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

Momentum Benefits Your Entire Organization

Our clients utilize Momentum to develop leaders of color, retain top talent, increase engagement, and build a mentoring culture in their organization. Organizations that participate in Momentum can expect to see statistics similar to results from prior programs:

- 100% enhanced organizational engagement
- 96% increased retention (intent to stay)
- 77% readiness for career progression (taking on roles with greater complexity, scope or authority) as reported by the mentee's manager
- 86% strengthened leadership capabilities
- 77% of mentee's managers noted stronger job performance based on the mentoring experience

“Awareness, new perspectives, and great people!”
- Carlos Betancourt, Texas Instruments (Mentee, 2009)

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. 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 communication style, executive presence, and personal brand
- Menttium 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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* American Society of Training & Development - ASTD

**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.

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