

Mentoring and Sponsoring Programs

Current Situation

- Many employers offer mentoring and sponsoring programs, e.g. special programs for women or for employees from different generations (reverse mentoring)
- There is often no relationship between these programs and employees' personal development objectives, which often results in the wrong expectations being raised and frustration of the participants
- As a result, program objectives (like increasing the percentage of women in senior roles or pushing innovation based on increased collaboration across generations) often cannot be met

Results

- Development of a plan showing how to integrate personal development objectives and processes with mentoring and sponsoring programs
- You know how to design new programs or adapt existing ones to reap the expected return on your investments and to achieve the defined objectives

Approach

- Design of mentoring and sponsoring programs taking into account your company's objectives for developing your employees
- Analysis of existing programs and proposals for adjustments or new positioning
- Addressees: C-level executives, program leaders, HR leaders
- Languages: English and German

Your benefit of collaborating with me

- You benefit from my expertise in developing and implementing several mentoring and sponsoring programs as well as my learnings as a participant in such programs
- You benefit from my broad experience in statistical/data-based analysis of the impact of such programs on the achievement of defined personal development objectives
- My established network of specialists in other companies will be leveraged for best practice sharing