

## Mentoring Suite



Mentoring is a future proof formula for success for enterprises and organisations, who increasingly offer this targeted support for young people by experienced specialists. By establishing mentoring programs, you will foster a culture of knowledge transfer and transparency that will ensure the long-term protection of your organisation's know how. Last but not least, mentoring attracts the most interesting young talents.

If mentoring is to be successful, it is not just about exchanging information, experience and contacts. The personal harmony between mentor and mentee is crucial for both parties to feel that the program is beneficial to them. This is where our Mentoring Suite comes into play. The matching modules will help you to connect people that really appreciate each other and are highly motivated to work together. Furthermore, it will support you to manage the considerable logistic challenges that come with programs like that.



Useful modules include:

### Networking Module

► *Mentoring Match*

A mentor must do more than merely transfer knowledge. They should be a confidante, a personal role model. More than in any other one to one team, the right match is crucially important here. During the average mentoring program, it will take around two months to match people using traditional matching methods. Chemistree's Mentoring Match will complete this task for you in three days delivering better quality and complete transparency.

► *Onboarding*

The most important asset of the mentor is his or her experience. However, everyone starts out from scratch at some point. The Onboarding Module offers various possibilities to integrate your newly recruited mentors seamlessly into your program and will match them with an experienced colleague.

► *Mentor Networking*

It may be really useful for mentors to compare notes and be in regular contact. How do you make sure you really click with your mentee? How can the mentee gain sound and practical experience? Mentors can discuss questions like this in the Mentor Networking Module thus raising the quality of the program even further.

## Management Module

▶ *Define Circles*

The Define Circles Module in the Mentoring Suite will allow you to comfortably handle your mentoring program, even in case of very long-term programs where participants are geographically far apart. You can, for example, define year groups or regional groups. No matter what the perfect structure for your mentoring program is, Define Circles will help you to create and maintain it easily.

▶ *Generate News*

In order to keep the focus on the main goals of your mentoring program, up-to-date and tailored communication to all your participants is crucial. Use the Generate News module and save yourself laborious tasks and make sure you communicate relevant information without the risk of waste coverage.

▶ *Manage Participants*

Make sure you focus your energies on the content and central idea of your mentoring program and use the Manage Participants Module to save time and manpower on the administrative tasks. It is very easy to create work groups, generate participant lists and you can guarantee smooth processes that both mentors and mentees will appreciate.

▶ *View Mentoring Matches*

Which tandems have been generated? Which ones have been approved by both sides? Are there any vetoes? The View Mentoring Matches Module allows you to analyse your matching results in many different ways.

## Social Network Module

▶ *Find & Connect*

If you would like to give your participants on all levels of your mentoring programs the opportunity to freely network, choose the Find & Connect Module in the Mentoring Suite.

## Event Module

▶ *Special Events*

Great experiences that mentors, mentees and alumni of your programs can share make up an important part of your mentoring program's success. Organising such an event and matching the participants does not have to be a Herculean task. Our Special Events Module will help you to curate unforgettable events with long-lasting effects.

## Our Experience



mentorme

### MentorMe Class of 2017/18 and 2018/19

*Matching young, female university students with experienced mentors for the social enterprise MentorMe*

'MentorMe is the biggest independent professional mentoring program for young women in Germany. We help female university students to successfully enter the job market and support young professionals to further their careers and climb the career ladder or support them during career changes. Chemistree was instrumental in raising the matching process to a professional level. Thanks to Chemistree, our matching process is now more cost efficient, quicker and of a much higher quality. Furthermore, working with Rosmarie Steininger was a real pleasure – she works efficiently and has a real feel for her clients' needs.'



**Karin Heinzl**

Founder and CEO, MentorMe, January 2018



### ment4u Pilot Class 2017/18

*Tandems comprising apprentices as well as students of integrated degree programs and experienced DB employees*

Together with Chemistree, we at Deutsche Bahn used our mentoring program ment4u and matched apprentices as well as students of integrated degree programs with experienced DB employees. We were able to include personal interests, preferred topics, character traits and various other benchmarks in the algorithm of the matching process. It was remarkable how well the tandems got on from the very beginning.'



**Katharina Sehl**

Katharina Sehl, Project Leader, ment4u, a mentoring program for employees and trainees at Deutsche Bahn AG, December 2017