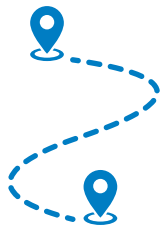




TOP 3 DEVELOPMENT GOALS



CAREER PLANNING

- Constructing a career plan/pathway; deciding on career next steps; being proactive; taking control of career
- Promotion advice; positioning for next role
- Identify blindspots in professional development



EXECUTIVE PRESENCE

- How to influence executives (up and across)
- Executive level presentations; strategy, content and delivery
- Concise and clear communication; verbal and written



AUTHENTIC SELF PROMOTION

- Self confidence; asking for wants and needs; less self doubt; awareness of how to manage imposter syndrome
- Being visible to the broader organization
- Demonstrating professional strengths to executives

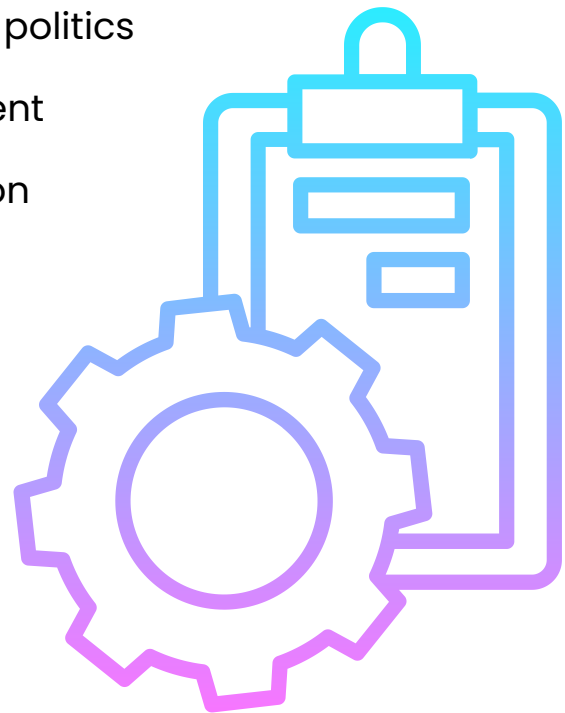
INDIVIDUAL GOAL DEVELOPMENT

Predicting the future wants and needs of your employees is difficult in the current work environment with rapid change. Menttium allows you to adopt an agile approach to development flexing with your employees' ever changing needs in real time.



KEY TALENT CHALLENGES

- Moving from individual contributor to manager
(or to managing multiple teams)
- Difficulty navigating organizational politics
- Need overall leadership development
- Need more effective communication
- Management challenges
- Lack of career planning
- Heavy workload
- Lack of confidence
- Lack of support

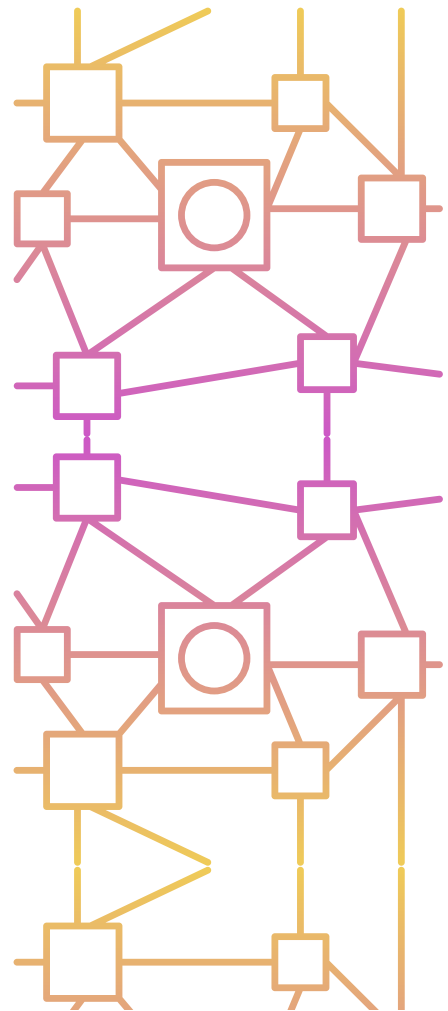


In 2022, we reviewed survey and interview data from a cohort of 270 mentees to better understand themes across their goals and challenges.

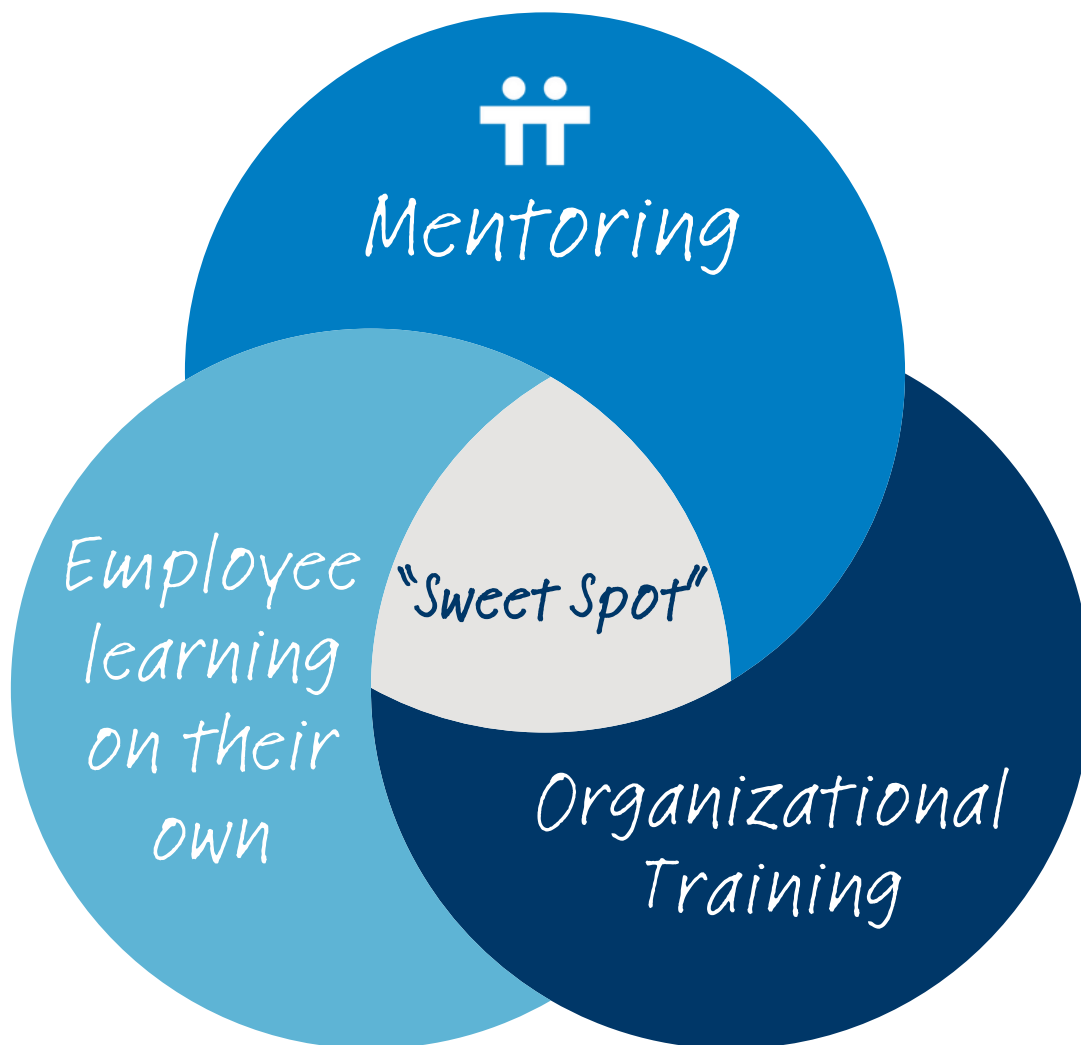


WORK ENVIRONMENT

- Broad range of challenges & needs
- The most benefit is realized from individual & personalized development
- They are feeling the stress of the “new normal” and are at risk of burnout due to heavy workload and other stressors
- They want to feel more confident so they can make a bigger impact
- Trust needs to be established before they feel comfortable addressing issues



Menttium has a comprehensive on-boarding process for our mentees. We get to know each mentee personally and professionally, and support each individual in identifying their top three focus areas for their mentoring experience. We then **identify the right mentor** to support each of those areas. Every unique match is designed to support the individual’s leadership development goals.



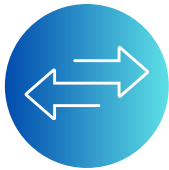
The **Zone of Proximal Development** is the **"sweet spot"** for learning. It is the space between what a learner can do without assistance and **what a learner can do with guidance**.



menttium[®]
more through mentoring

**90,000+ PARTNERSHIPS
ACROSS THE GLOBE
WOMEN OWNED SINCE 1991**

As a proud woman-owned, woman-led business since 1991, Mentttium is the recognized leader in cultivating professional mentoring experiences that enable leadership development in the global business community.



CROSS-COMPANY MENTORING

Develop, engage and retain your key talent through mentoring experiences designed to focus on crucial leadership competencies. With an innovative approach to match your mentees with seasoned business leaders outside of your organization, we drive both individual and organizational outcomes.



CONSULTING SERVICES

Thought leadership, best practices, and an experienced consulting team to partner with organizations on the design, development, and implementation of internal mentoring programs. We set you up for success and sustainability in creating an internal culture of mentoring.



LEADERSHIP DEVELOPMENT

Strengthen skills, improve job performance, and build leadership muscle with our leadership "workout" series. Topic-driven, bite-size leadership development experiences to accelerate leadership capabilities in 90 days!

OUR MISSION

Enriching lives and strengthening organizations through innovative mentoring experiences.



+800-863-5127



contactus@menttium.com



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OUR SERVICES

MENTTIUM POWER90™

Early-mid career 90 day leadership cohort

CROSS-COMPANY MENTORING

Mid-level key talent

Menttium 100®

Momentum™

Ladders™

EXECUTIVE MENTORING™

Senior leaders and executives

CONSULTING SERVICES

Develop or enhance internal mentoring offerings with **Mentoring Essentials™**



MENTTIUM MENTOR FAST FACTS

Represent
70+
Fortune 500
Organizations

600+

Active Mentors
30,000+ Mentors
since 1991

over
50%
Women

Average number of
partnerships: **SIX**

from **21**
Countries
32 States



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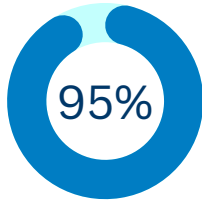
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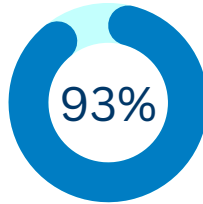
**WOMEN
OWNED**

ORGANIZATIONAL IMPACT



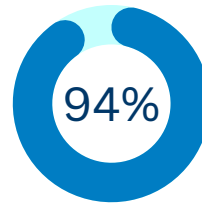
Retain

More likely to stay with their organization



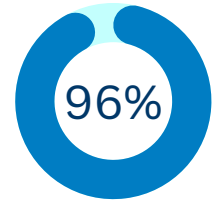
Engage

More engaged in their organization



Grow

Increased confidence



Develop

Readiness for career progression

INDIVIDUAL IMPACT



“What I expected to get out of this mentorship and what I received exceeded expectations. I received valuable knowledge to think outside of the box and build a brand not only at my company but in outside endeavors to reach my full potential. The ideas and knowledge my mentor provided were life changing and I am very grateful for the Mentttium experience.”

Jennifer Weems | AVP Portfolio Specialist
Voya Investment Management

CLIENT PARTNERS



MARY KAY

BILL & MELINDA
GATES foundation

