

Mentorship Gone Bad: *Why So Many Mentoring Programs Fail*



Jenn Labin
MentorcliQ



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mentorcliQ

Engage, Develop & Retain Your Talent

AWARD-WINNING MENTORING PROGRAMS



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Adecco



Nasdaq

American Airlines



CHASE



21ST
CENTURY
FOX

*SHARE YOUR BEST
MENTORING MOMENT*

Mentorship Gone Bad



Mentorship Gone Bad

“I Don’t Think Formal Mentoring Works.”

Mentorship Gone Bad

“I don’t think formal mentoring works.”

”Leadership thinks this is a ‘flavor of the month.’”

Mentorship Gone Bad

“I don’t think formal mentoring works.”

“Leadership thinks this is a ‘flavor of the month.’”

“We’ve had mentoring programs fail before.”

Alignment

Support

Metrics

Why Do Mentorship Programs

Fail?

**Mentorship:
is our
Best Tool
for
Talent
Development**



Why Mentoring?

- Increased employee engagement and retention (50%)
- Growth support for high-potential employees (46%)
- Creation of intra-organizational relationships (37%)

“Mentoring Matters” 2017 ATD Research Report

Alignment



STORY

Leadership Development Success



CardinalHealth[™]



Leadership Development Success



EMERGE

LEAD

**Mentoring
Circles**

INSPIRE

INNOVATE

The Strategic Mentoring Framework



*WHAT ARE YOUR
TALENT DRIVERS?*

Support





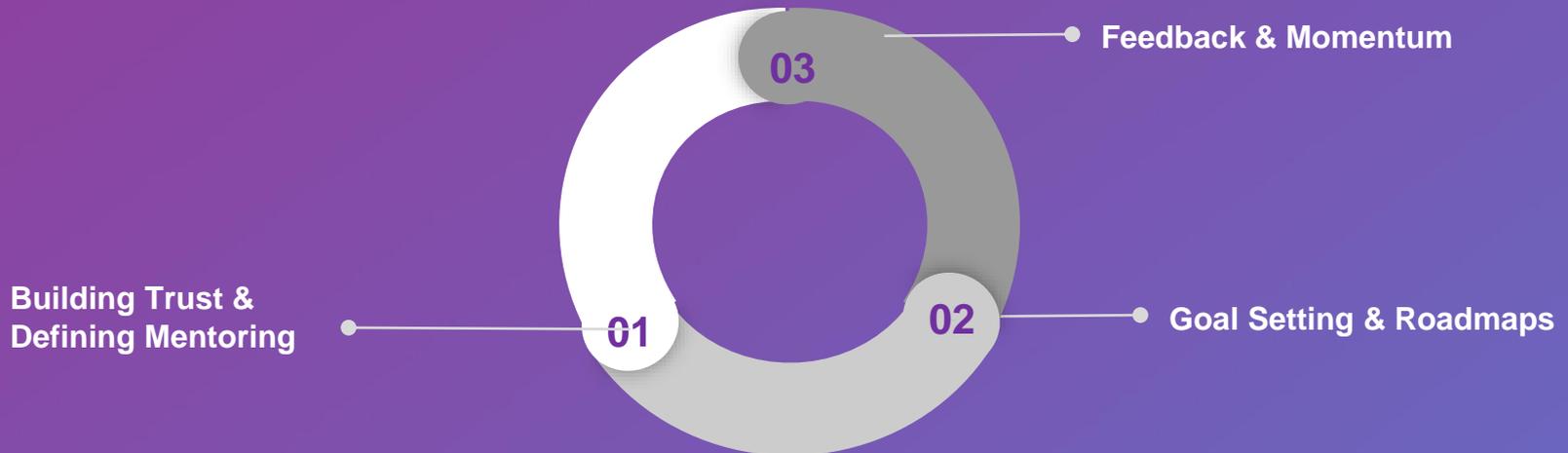
STORY

Stellar Participant Experience

Mexichem[®]

Participant Experience

mexichem.®



ENGAGEMENT AT EVERY STEP

Measure Effectively & Increase ROI

Launch Public & Private Programs



Mentoring Guides & Resources

Flexible Matching Options

Metrics





STORY

Measuring ROI With Clorox



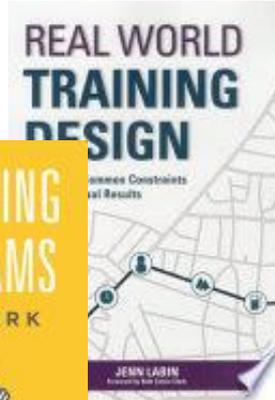
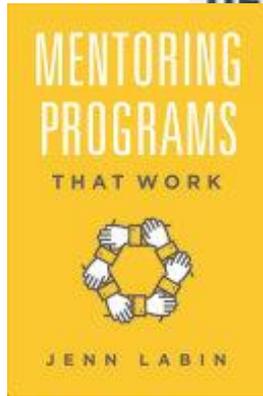
Measuring Success



$$\frac{\text{Retention Savings}}{\text{Mentoring Investment}} = 19xROI$$

*WHAT METRICS
DO YOU USE
TO MEASURE SUCCESS?*

Thank You!



@JennLabin



Jenn.Labin@MentorcliQ.com