

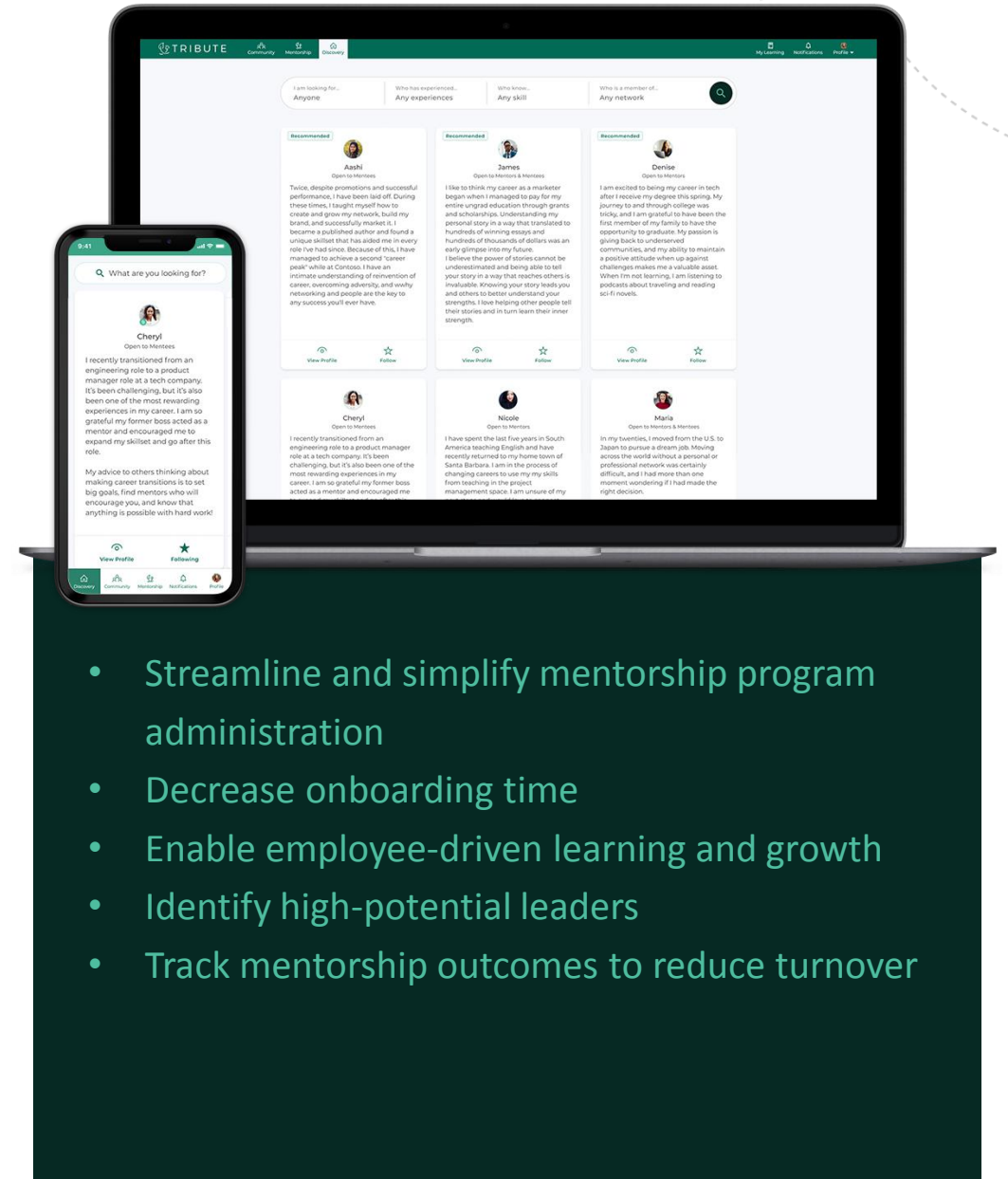


TRIBUTE

Mentorship Redefined.

A mentorship experience that employees *want* to use.

Tribute helps companies increase retention, productivity and job satisfaction by offering a modern, mentorship experience that employees want to use. **Companies can realize an 11x ROI by saving just one employee from leaving.**



- Streamline and simplify mentorship program administration
- Decrease onboarding time
- Enable employee-driven learning and growth
- Identify high-potential leaders
- Track mentorship outcomes to reduce turnover

Tribute is designed for the way we naturally connect.

Tribute uses technology to make mentorship more accessible, efficient and effective.

- **Engage** with the tool on the web, mobile or on popular communication tools like **Slack & Teams**
- **Discover** new connections through storytelling, the age-old way of sharing wisdom
- Build a network of future mentors by **following**
- **Connect** to a network larger than an individual team, creating a sense of belonging and purpose
- Your employees can demonstrate **growth** and *continuous improvement* utilizing our activity report.



The Tribute Difference



Built for the way you work

We integrate with the productivity tools employees use everyday. We are the first and only mentorship app in the Slack and Teams marketplace.



Stories inspire connection

We connect employees through storytelling and shared life experiences, inspiring mentorship connections that serve as the bridge to learning and development, belonging and job satisfaction.



Real-time employee insights

We provide employers real-time insights and sentiment on employees learning and development needs, skill gaps and high-performing employees

THE TRIBUTE PROMISE

Enable just in time learning in the flow of work

Use Tribute to:

- Create a profile with skills and improvement areas
- Discover mentors or mentees based on experiences and skills
- Track and record activity
- Download an activity report for performance discussions

INTEGRATIONS



Teams

Our Teams app allows employees to easily keep track of communications and activity in Tribute.



Slack

Our Slack app allows employees to easily keep track of communications and activity in Tribute.



Zoom

Users can easily generate new Zoom links to include in calendar invites to mentors or mentees.



Google

Integrations with Google Meet and Google Cal make it easy to track and meet with mentoring partners.



Okta

Login once using work email



Outlook

Users can easily generate new Teams links to include in calendar invites to mentors or mentees.



Azure Active Directory

Login once using Microsoft email

DEMO

Do's and Don'ts

Do's	Don'ts
✓ Make a business case and budget to purchase a technology solution. <i>Pro Tip: Download our Definitive Guide to Modern Mentorship for more resources.</i>	✗ Assign a single individual in your organization to run your entire mentoring program as a side gig to their full-time job.
✓ Your due diligence on which technology solution is right for you.	✗ Put up an intranet site with a list of Mentors and call that a sufficient technology solution.
✓ Empower your people to self-select their Mentors and Mentees.	✗ Play match maker. It's time consuming and often riddled with bias.
✓ Assume that everyone in your organization can be a Mentor.	✗ Only recruit Director-level and above employees to be Mentors.
✓ Design your mentoring program to provide on-demand access to mentors and knowledge sharing.	✗ Assume a year-long commitment with a single Mentor meets all your people's learning and development needs.
✓ Choose a technology solution that is available in the Teams and Slack marketplaces to keep your people in the flow of work.	✗ Choose a technology product that isn't integrated into the productivity tools you already use.
✓ Choose a technology solution that helps you build a mentoring culture.	✗ Choose a technology product that only executes traditional mentoring programs.

We develop our careers in many ways. Learning through experiences and people are the strongest ways we learn new skills. That is why mentorship is critical to our growth from an experiential learning standpoint.

– Coring Kolbe, VP of Learning & Development at Zillow

THANK YOU

Download our Definitive Guide at tributementorship.com

This guide includes more about:

- What mentorship has to do with learning
- Why traditional mentoring models are failing today's remote and distributed workforce
- How peer-to-peer mentoring enhances team collaboration and productivity
- The do's and don'ts of creating a mentoring culture

