

Deploy a best-practice mentorship program in the workplace



Introduction to Together

MaRS

Supported venture

When done correctly a strong mentorship program is critical to employee retention and performance

Deloitte.

Increased employee retention

Those intending to stay with their organization for more than five years are twice as likely to have a mentor

Google

Increased productivity

Mentoring connections made early on are related to productivity levels five years later

CORNELL
UNIVERSITY

Improved diversity

Mentorship is the most effective diversity initiative and can boost the representation of minority groups at the manager level by 9 to 24%

Together is a cloud based mentorship platform that integrates heavily with the tools you already use



Manage the entire process

Together's platform manages the entire mentorship process including registration, pairing, scheduling, follow-up, and reporting



Simple for employees

Much of Together's workflow happens through the email and calendar suite your employees are already using



Get the reports HR needs

Ensure your organization is getting the most out of its mentorship program with real-time customizable reporting and analytics

 Outlook  Suite

The mentorship program is managed from start to finish



Registration

- Personalized registration link sent to each employee
- Key information for mentorship collected through simple tagging process



Pairing

- Mentees paired with their existing mentors where possible
- When necessary advanced algorithm assigns pairings based on collected information



Scheduling

- Together prompts mentors to reach out to mentees, creating sense that seniors care about their development
- Platform tracks mentorship session scheduling and can assist if necessary



Development

- Pairings reminded before each session of mentee's goals as well as best practice tips
- Follow-up measures how mentee's and mentors are progressing



Reporting

- All interactions through the platform are captured making it easy for HR to report on the program's success and make adjustments where needed

Together bakes in
best-practice
throughout

Pairs mentees with relevant mentors

The most valuable mentors are those that have a relevant perspective on the mentee's goals

Supports existing relationships when possible

The research is clear, organic mentorship is more valuable than in-organic so Together enhances it when it exists

Provides more than one mentor when desired

One mentor is not always enough, mentees often need at least two to get diverse perspectives

Ensures appropriate cadence of mentorship

Mentees need frequent mentorship sessions, ideally once per month but at least once per quarter

Facilitates diversity mentorship when desired

While some mentees demand having a mentor from the same group others don't want it at all that's why Together let's mentees choose

Why it works



Continuous Engagement

Together doesn't stop at pairing, it supports the entire mentorship lifecycle so that employees are always engaged with mentorship



Contextual Mentorship

A person's career isn't static and neither is our platform; Together's mentorship support is tailored to each step of a person's career



Low Friction Workflow

Employees engage primarily via email reply. HR admins engage via a browser-based admin portal



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