





The importance of workplace mentoring programs and what employees want from them

Mentorship plays a key role in organizational success




Employees with mentors are promoted **five times** more often than their non-mentored peers.

- CNN Money




Employees are **70% more likely** to achieve their career goals if they write them down and have a mentor to keep them accountable.

- McCarthy Mentoring




Promotion rates for women participating in mentoring programs **increased from 15% to 38%**.

- Cornell University




87% of employees with mentors feel empowered by their relationships and attribute greater confidence to the experience.

- Deloitte & Touche Ahead



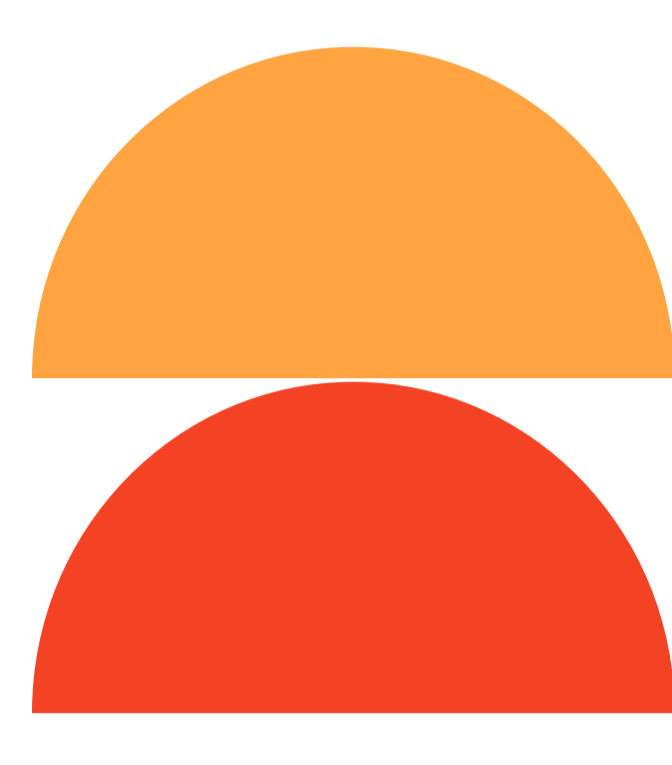
Mentoring connections made early on are related to productivity levels five years later.

- University of Pennsylvania



Retention rates for employees participating in mentorship programs was **20%+ higher** than those who did not.

- Google reWork employee study

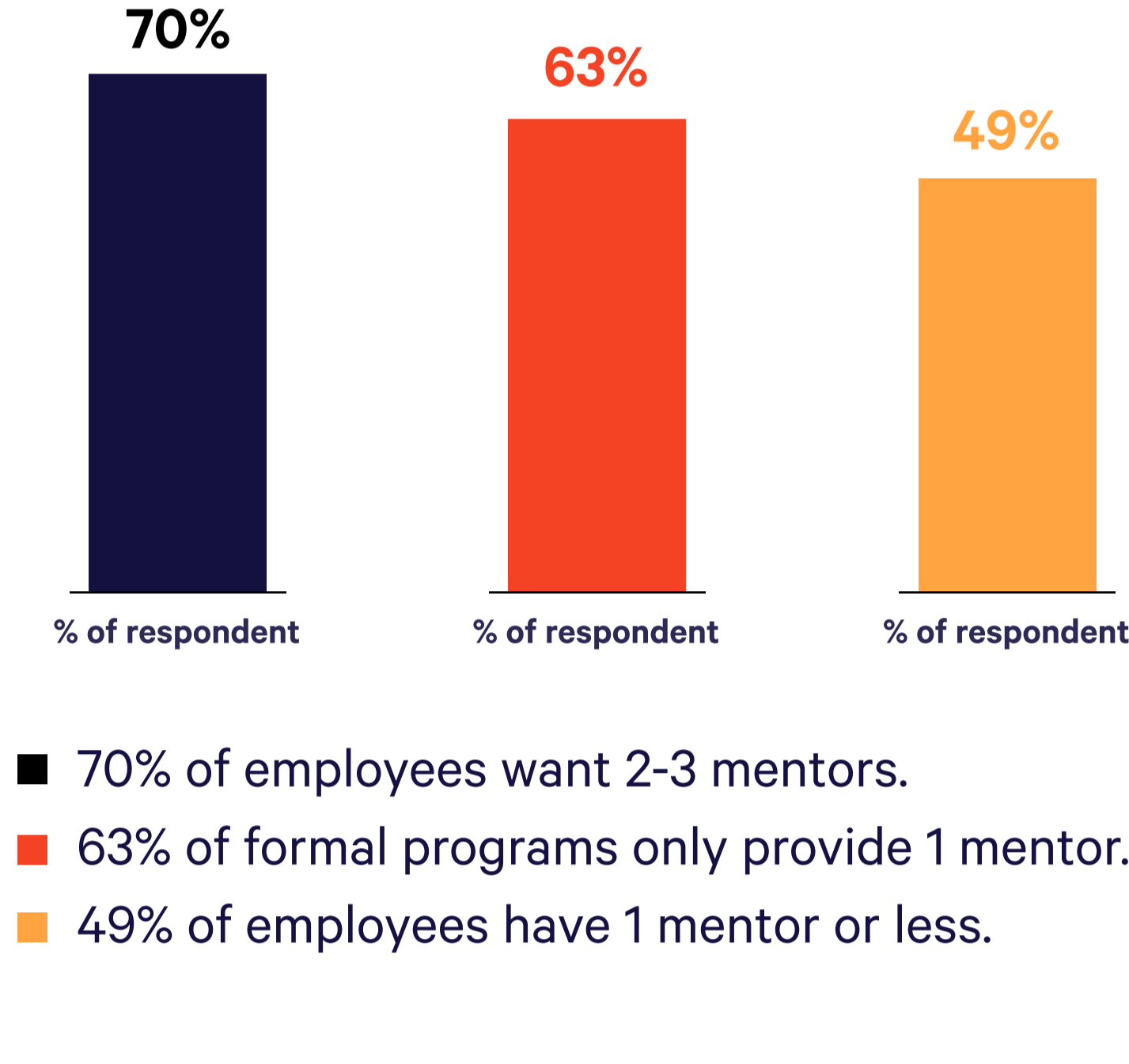


5 insights to consider when planning your mentorship program

After surveying employees from 50+ leading companies we uncovered 5 key insights to keep in mind when building your mentorship program

1

Mentees want more than one mentor in their career.



What this means for your mentorship program?

Don't feel locked into a traditional 1-on-1 mentorship program. Switch it up. Try group mentoring with several mentors and mentees together. Or flash mentoring which is like speed dating, but with mentorship. **Give employees the ability to explore multiple mentoring relationships at their convenience.**

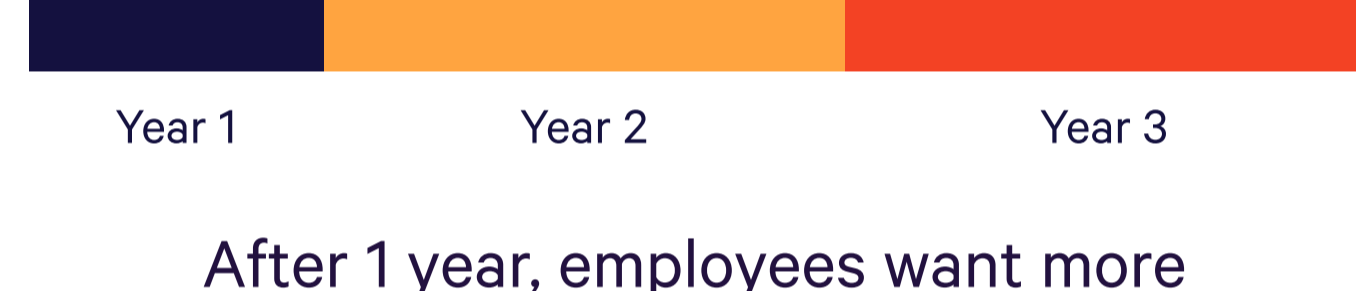
*Resource: Culture vs. Experience program

2

How senior a mentor should be to their mentee changes over time



70% of new hires want a 'buddy' mentor instead of a senior mentor.



After 1 year, employees want more senior mentors.



Design a "mentorship journey" for every employee.

Mentors play a key role across the entire employee experience. Run multiple mentorship programs for new hires, future leaders, new managers, and senior leaders. Get creative. Pair executives with high potential talent. Pair new hires with an onboarding buddy. Support new managers with peer-to-peer programs. **Make sure at every point in their careers, your employees have the support they need.**

3

Mentees are nervous to book time with mentors



"I'm nervous to put time on my mentor's calendar because he's very busy"



"I wish our program was more structured on when to meet our mentors"



"My program didn't provide any support in scheduling meetings"



Automated scheduling to a reoccurring cadence

Surveys of employees in mentorship programs showed they didn't want to waste their mentor's time with tedious back-and-forth scheduling. Get rid of the hassle. **Use mentoring software that automatically schedules mentoring sessions** based on the availability of mentors and mentees.

4

Mentoring relationships can flounder without support

65% of program managers never followed-up with pairings.

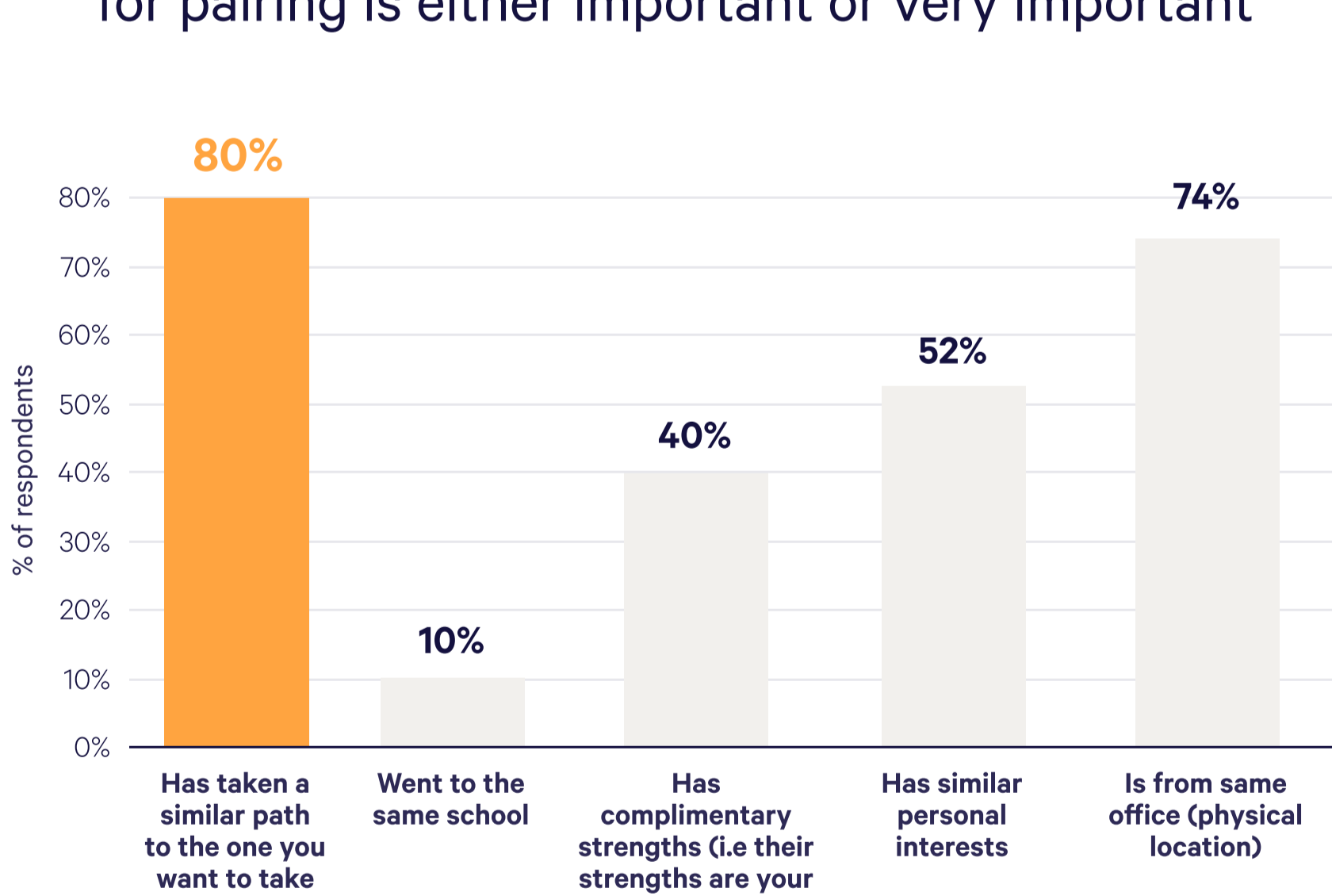
Monitoring Mentoring Relationships	Not Monitoring
<input checked="" type="checkbox"/> Catching mismatches	<input checked="" type="checkbox"/> Mentees feel unsupported
<input checked="" type="checkbox"/> Measuring employee growth	<input checked="" type="checkbox"/> Meetings stop being scheduled
<input checked="" type="checkbox"/> Tracking ROI	<input checked="" type="checkbox"/> Poor results; program stagnates

To learn more about how to **support the best practices for supporting the mentoring relationships**, check out our guide that **outlines the best practices for supporting the mentoring relationships**.

5

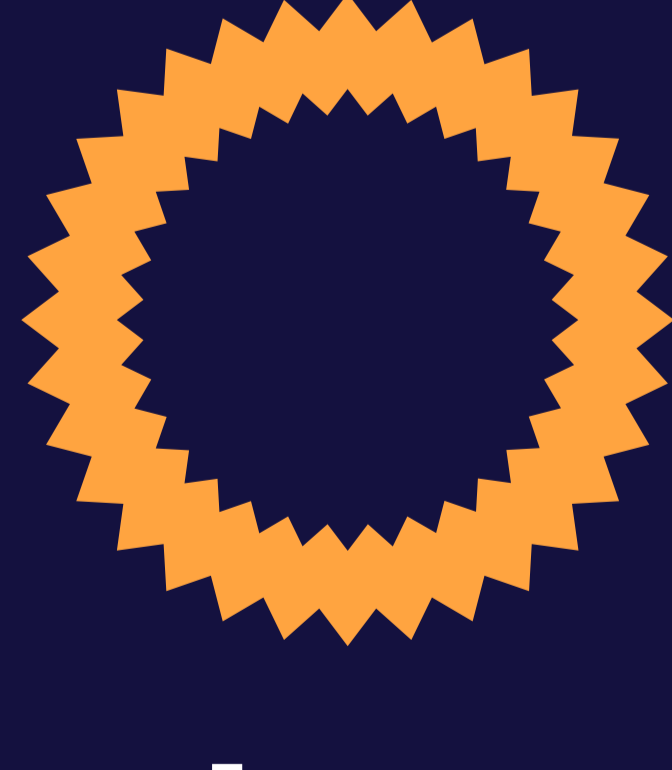
Many factors influence a good mentor-mentee pairing

Percent of employees who think each criterion for pairing is either important or very important



Consider multiple variables when pairing mentors and mentees

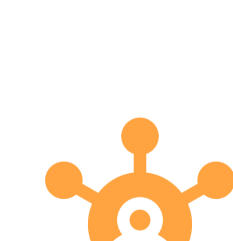
Mentors should be relevant, but how can program managers create the perfect match at scale? **Use a pairing algorithm** like Together's that weighs several factors (tenure, experience, skills, personality, and more). It will **create relevant pairings at scale without hours of manual matching**.



Takeaways for building a successful mentoring program

Mentorship programs offer tremendous benefits for everyone involved.

- Mentors can gain new perspectives and learn skills around how to develop others.
- Mentees gain access to valuable guidance and grow their professional networks.
- Organizations have more engaged, motivated, and connected employees that will continue growing with the company longer.



To harness these benefits, don't limit yourself to a traditional mentorship program alone. You may start small with a pilot program that pairs seasoned employees with up-and-coming talent. But don't stop there.

Related: [How to run a successful pilot mentorship program?](#)



Build customized mentorship programs for different types of employees. Whether they're new hires, members of an Employee Resource Group, or managers, make sure they have access to mentors. In doing so, you'll design an employee experience that offers continual learning and growth.

Related: [Popular workplace mentoring models](#)



Continue building a mentorship program that delivers impact by downloading our **Best Practices for Running a Mentorship Program**. We collected insights from the Together team and mentorship program managers from diverse industries. We've also summarized the best practices as a **1-page benchmarks checklist** that all successful mentoring programs have in common.