

Use cases	One-on-one	Peer	Group	Reverse	Flash
General employee career development	Junior employees get tailored guidance and advice from a senior employee.	Employees in different departments share their challenges and goals.	Junior engineers meet with a senior engineer to discuss how to manage up and grow their careers.	Executives connect with junior employees to understand how they use technology in their day-to-day lives.	Hosting a speed networking event between leaders and employees.
Employee resource group	A more experienced member of an ERG helps a newer member adjust to the company culture.	Networking between members of the same employee resource group.	A group of senior members shares their experiences and advice with junior members.	An executive host a Q/A to share how they grew their career.	Speed networking to connect with members on different teams.
Diversity program	A senior leader in the organization mentors an entry-level employee from an underrepresented group.	Pairing employees from different backgrounds with one another so they can understand new perspectives.	Diverse employees pair with a senior employee to discuss how to grow their career.	A woman of colour shares what it's like to be a minority with a white executive.	A junior diverse employee matches with several senior employees to discuss the experience of minorities at work.
High potential employee program	A middle manager matches with a high-potential employee to be groomed for a leadership role.	The mentee and mentor meet regularly to discuss career goals, performance objectives, and development plans.	A senior manager pairs with high-potential employees interested in developing their leadership skills.	A HiPo employee shares with an executive how to retain high performers.	A HiPo employee meets with different executives weekly to gain new skills.
Onboarding	New employee pair with a mentor who helps them acclimate to the company culture.	Two new employees at the same level but in different departments share their unique experiences.	A more experienced colleague mentors a group of new employees on how to grow.	A junior HR associate mentors a new senior HR executive to show them their applicant tracking tools.	Short, focused conversations or networking events between new employees and more experienced colleagues.
Learning and Development initiative	A more experienced or knowledgeable person pairs with a less experienced person to help them complete training or a course.	Two employees at a similar level of experience pair together to support each other in a sales training course.	One or more senior employees help train a group of junior employees on a new CMS.	A junior employee shares feedback with executives on a leadership development program.	Leaders and employees meet for 30 minute to development specific skills or knowledge.
New manager training	A new manager connects with a senior manager to discuss challenges and opportunities new managers face.	New managers from different departments connect to share their knowledge.	A group of new managers are assigned discuss how to manage successfully.	A junior employee pairs with a new manager to discuss what employees want from their managers.	A new managers connect with executives for quick leadership development sessions.

