

Cross Mentoring Program 2008/9

Evaluation

Remark: Individual answers to open questions will only be considered in exceptional cases to guarantee discretion.

Mentee-Questionnaire Return : 10 questionnaires	Mentor-Questionnaire Return: 10 questionnaires
<p>1. If you would have a positive development during the next 6 month would you say that this is based on the Cross Mentoring Program? 20 % yes 80 % partly no</p> <p>Have there already been such positive changes during the Cross Mentoring Programs? 80 % yes 10 % partly 10 % no</p>	
<p>2. Did the Cross Mentoring Program help you to achieve your professional tasks and challenges in a better way? 20 % yes 80 % partly No</p>	

<p>3. How did the way to fulfil your work change? (more than one answer possible)</p> <p>40 % I handle conflicts more efficiently. 70 % I am more relaxed. 60 % I operate in a more strategic way. 10 % I integrate more in my work the „view over the edge of the plate“. 60 % I have improved in using my leadership capacities. 40 % I have a better Work-Life-Balance.</p>	<p>1. What did change for you during the Cross Mentoring Program? (more than one answer possible)</p> <p>40 % I take care much more about my high potential female colleagues. 30 % I have identified at least one female colleague in my area who is worth being promoted. 70 % I have improved in using my leadership capacities.</p>
<p>4. How often did you meet with your Mentor personally?</p> <p>too rarely (reason: due to the late matching with a new mentor) 100 % adequately too often</p>	<p>2. How often did you meet with your Mentee personally?</p> <p>20 % too rarely 80 % adequately too often</p>
<p>5. How often did you talk with your Mentor by phone?</p> <p>too rarely 100 % adequately too often</p>	<p>3. How often did you talk with your Mentee by phone?</p> <p>30 % too rarely 40 % adequately 20 % never</p>
<p>6. Which were the reasons for not enough/too many meetings and phone calls with your Mentor?</p>	<p>4. Which were the reasons for not enough /too many meetings and phone calls with your Mentee?</p>
<p>7. How do you evaluate the quality of the meetings with your Mentor?</p> <p>60 % very high 40 % adequately Low</p>	<p>5. How do you evaluate the quality of your meetings with your Mentee?</p> <p>40 % very high 60 % adequately low</p>

<p>8. Have the contents of the meetings met your expectations?</p> <p>70 % yes 30 % partly No</p>	<p>6. Have the contents of the meetings met your expectations?</p> <p>90 % yes 10 % partly no</p>
<p>9. How many different subjects have been dealt with in the meetings?</p> <p>30 % big spread of subjects 20 % medium spread of subjects 50 % focus on few subjects</p> <p>Which subjects have been most important for you? (With this question we do not want to break the confidentiality of the Mentor-Mentee relation. If you answer to this question you may do so on a voluntary basis as well as in the mode most convenient to you)</p> <p>80 % conflicts / problematic situations - issues 50 % leadership 80 % personal development / career(planning) 60 % strategic, focused relationship with clients, superiors and colleagues 50 % Work-Life Balance</p>	<p>7. How many different subjects have been dealt with in your meetings?</p> <p>40 % big spread of subjects 30 % medium spread of subjects 30 % focus on few subjects</p> <p>Which subjects have been most important for you? (With this question we do not want to break the confidentiality of the Mentor-Mentee relation. If you answer to this question you may do so on a voluntary basis as well as in the mode most convenient to you)</p> <p>90 % conflicts / problematic situations - issues 70 % leadership 100 % personal development / career(planning) 80 % Work-Life-Balance</p>
<p>10. Did the Mentee-Mentor Matching satisfy you?</p> <p>90 % yes 10 % partially No</p>	<p>8. Did the Mentee-Mentor Matching satisfy you?</p> <p>80 % yes 20 % partially No</p>

11. Which challenges should unconditionally be addressed to a Mentee in a Cross Mentoring Program?

- 70 % Open-mindedness / sincerity / inclination to learn and change
- 90 % commitment / own initiative / self-responsibility / stubbornness
- 60 % aptitude to accept criticism / sincerity
- 70 % active interest in personal development / carrier (as well as 10 % appropriate opportunity within the firm)
- 10 % Identification with Cross Mentoring Program
- 40 % time

When asked, would your Mentor(s) consider you a „good“ Mentee?

- yes
- partially
- no

12. Which requirements should unconditionally be addressed to a Mentor in a Cross Mentoring Program?

- 100 % Empathy / Interest in the Mentee, in other people / active listener
- 90 % Competence / experience (particularly leadership!) / interesting CV / Senior Manager
- 50 % Time
- 40 % Openness / authenticity
- 30 % Reliability / integrity
- 20 % Interest in the Cross Mentoring Program
- 50 % Discretion / confidentiality

10. Which challenges should unconditionally be addressed to a Mentee in a Cross Mentoring Program?

- 80 % Open-mindedness / sincerity / inclination to learn and change
- 90 % commitment / motivation / own initiative / self-responsibility / patience
- 90 % active interest in personal development / carrier (as well as appropriate opportunity within the firm))
- 70 % aptitude to accept criticism / sincerity
- 90 % time
- 60 % prime leadership experience
- 50 % Identification with Cross Mentoring Program
- 60 % Identification with / interest in own duties

Did your Mentee live up to the expectations?

- 70 % yes
- 30 % partially
- No

9. Which requirements should unconditionally be addressed to a Mentor in a Cross Mentoring Program?

- 90 % Competence / experience (particularly leadership!)
- 90 % Time
- 90 % Openness / Authenticity
- 10 % Empathy / Interest in Mentee, other people / active listener

<p>Did your Mentor live up to these expectations?</p> <p>90 % yes 10 % partly No</p>	<p>If we would ask your Mentee, would she consider you as a „good Mentor“?</p> <p>60 % yes 60 % partly No</p>
<p>13. How satisfied have you been with the following aspects of the Cross Mentoring Program?</p> <p>40 % particularly satisfied 50 % partly satisfied not satisfied</p> <p>With the results, that means with the foreseeable (professional) changes or those already realized</p> <p>70 % particularly satisfied 30 % partly satisfied not satisfied</p> <p>With the contact towards your Mentor</p> <p>80 % particularly satisfied 20 % partly satisfied</p> <p>With the events in relation with the Cross Mentoring Program</p> <p>30 % particularly satisfied 60 % partly satisfied 10 % not satisfied</p>	<p>11. How satisfied have you been with the following aspects of the Cross Mentoring Program?</p> <p>With the experiences and conclusions which you have gained yourselves with the Cross Mentoring Program</p> <p>60 % particularly satisfied 40 % partly satisfied not satisfied</p> <p>With the personal and professional development of your Mentee</p> <p>40 % particularly satisfied 50 % partly satisfied 10 % not satisfied</p> <p>With the contact to your Mentee</p> <p>70 % particularly satisfied 10 % partly satisfied 20 % not satisfied</p> <p>With the events in relation with the Cross Mentoring Program</p> <p>50 % particularly satisfied 40 % partly satisfied 10 % not satisfied</p>

<p>With the assistance and support through the organization team before and during the Cross Mentoring Program</p> <p>60 % particularly satisfied 40 % partly satisfied not satisfied</p>	<p>With the assistance and support through the organization team before and during the Cross Mentoring Program</p> <p>80 % particularly satisfied 10 % partly satisfied 10 % not satisfied</p>
<p>14. How did you experience your professional coaching sessions and what would you like to mention to us in the end? (Some quotations)</p> <p><i>It is not always easy to detect, accept and work on personal “weaknesses”. But it is much easier with a guiding hand. In the end, I would like to say that I do very much appreciate the program and my mentor. And through the whole program came out a more serene, positive, calmer and stronger personality, willing to proceed the “changing” “modulation” process.</i></p> <p><i>As a conclusion, I must say that the mentoring program helped me to give a “kick” to my career. It came at the right time. I had a very good relation with my mentor which helped me and supported me. Very positive for me.</i></p> <p><i>Very good experience which brought me a lot. Timing of meetings with my mentor was appropriate. My mentor was a very good support in a difficult situation in a period of doubt.</i></p> <p><i>I think the cross-mentoring program is an excellent opportunity (particularly for relatively senior) female staff to evaluate their current position and prepare them for more senior posts (if this is what they wish).</i></p>	<p>12. What would you like to mention to us in the end? (Some quotations)</p> <p>Great program with global impact to help build a better world.</p> <p>A valuable experience which I hope benefitted the mentee significantly.</p> <p>I think that a program designed to advance women in the management ranks of companies is a very good idea. There are not enough women in management positions This is partly because of the attitudes of the men in senior positions and partly it has to do with the traditional roles of women as home-makers/family values and the physiological fact the they are the ones who have babies.</p>

Overall, I have experienced the mentoring process with my mentor as a great occasion to have a professional dialogue with a remarkable person with vast professional experience, outside of my own organizational context. It has been useful for me to further define my own professional identity, and to build my leadership competences, I am moreover grateful simply for the attention and support I received through the mentoring dialogues.

I appreciated the professional coaching sessions because it made me know myself better, using lively examples and images, that I will always remember.

Productive experience, especially the professional coaching sessions which brought me more than the experience with my mentor.

The professional coaching sessions were excellent and provided me with more self-confidence and a better definition of my short and medium term objectives