



International Mentoring Conference of the International Cross-Mentoring Program in Luxembourg Monday, September 28th, 2009

Endorsed by the Ministry of Equal opportunities, Luxembourg

Venue: Hilton Hotel Luxembourg, 12, rue Jean Engling, Luxembourg,
www.hilton.co.uk/luxembourg

Time	Speaker	Topic	Venue
09.30-09.45	Rita Knott, Managing Partner Luxembourg & Business Partners	Welcome of all International Guests and HR Specialists Presentation of the Mentoring conference agenda and presentation of the Business Partners: <ul style="list-style-type: none"> • Kirsten M. Poulsen, KMP+, Copenhagen • Cosima Lindemann-Stübbe, Business Coaching & Consulting, Frankfurt • Susanne Habran, Habran-Jensen Consulting, Luxembourg (Business Partner for France) • Ana Oliveira Pinto, Executive Coach, Lisbon • Lena Mangell, Life & Career, Stockholm • Ricarda Harris, Harris Consulting, Schöftland/Switzerland • Richard C. Clark, Organizational Change and Coaching, London 	Hotel Hilton Luxembourg Panorama Room 19 th floor
09.45-09.55	A. Macovei-Grençon, Partner, PwC Lux., J.-C. Bintz, Managing Director of Lakehouse, Steinsel/Luxembourg	What can be achieved through mentoring? A mentee and a mentor of a former Cross-Mentoring Program in Luxembourg talk about their experience	Panorama Room
09.55-10.05	Sylvia Rohde- Liebenau, Senior HR Officer, People Development and Organization Mgmt., European Investment Bank Luxembourg	Case study: European Investment Bank Luxembourg: Why is mentoring valuable to the organisation - and not just for the participants?	Panorama Room
10.05-10.20	Nadja Weber, Master Student and Ass.- Professor Dr. Gudrun Ziegler and Nadja Weber, Master Student, Master study "multiLEARN" Uni Luxembourg	Short summary of current research on the Cross-Mentoring Program - findings until now: <ul style="list-style-type: none"> • Learn more about learning within mentoring • Evaluate learning outcome beyond satisfaction surveys • Understand the art of mentoring from the mentor side 	Panorama Room



10.20-11.10	All Business Partners, International Guests and HR Specialists	Interactive World Café workshop with all Business partners and experts <ul style="list-style-type: none"> • how mentoring is being used already, • how mentoring can help bring more women into top management • pitfalls and success criteria • the value in the own company for this Different subjects at each table, comments, questions, learning etc. are captured on the flipcharts	Panorama Room
11.10-11.30		Coffee break – and presentation of the results from the World Café workshop	Salon on the 19 th floor
11.30-11.45	Kirsten M. Poulsen	Return on investment: Mentoring in a strategic perspective – how to ensure ROI	Panorama Room
11.45-11.55	Kirsten M. Poulsen	Return on investment: Questions and answers	Panorama Room
11.55-12.15	All Business Partners	Presentation of the International Cross-Mentoring Program – and how it addresses the success criteria and learning points from the past	Panorama Room
12.10-13.15		Buffet Lunch	Salon on the 19 th floor
13.15-13.25	Rita Knott	Welcome to the open afternoon conference, presentation of the satisfaction survey of the Cross-Mentoring Program 2008/2009	Panorama Room
13.25-13.35	Françoise Hetto-Gaasch, Minister for Equal opportunities Luxembourg	Speech by Mrs Françoise Hetto-Gaasch, Minister for Equal opportunities, Luxembourg about the role of the Ministry and the positive actions	Panorama Room
13.35-14.05	Nerma Gökçe, Chairman Quality System, Istanbul	The impact of female Leadership in Istanbul	Panorama Room
14.05-14.30	Questions and answers to the panel	Questions to Nerma Gökçe and the Business Partners	Panorama Room
14.30-14.45		Coffee break	Salon on the 19 th floor
14.45-15.30	All Mentees and Mentors of the 2008/2009 Program facilitate a workshop	Workshop: Results of the Cross-Mentoring Program for Women in Leading Positions in Luxembourg by the mentees and mentors - exchange of international experiences with the invited specialists	Panorama Room
15.30-16.00		Closing cocktail and networking	Salon on the 19 th floor