



International Cross-Mentoring Program

1-Year Leadership Development
through Mentoring

International Cross-Mentoring Program



- ➔ (Board) Leadership- and Mentoring-Program
- ➔ for female and male Mentees
- ➔ With male and female Mentors at (Board) Leadership levels
- ➔ Mentees and Mentors are matched from different companies, sectors, cultures and gender
- ➔ Cross, because:
 - ➔ Cross-company
 - ➔ Cross-sector
 - ➔ Cross-culture

Benefits for the Mentees



- Fostering professional and personal development
- Improving leadership capacities
- Exchanging knowledge and experience
- Extending networks
- Getting to know other corporate cultures and structures

Benefits for the Mentors



- Achieving new experiences in different sectors and cultures
- Gaining additional professional knowledge
- Confirming existing skills and developing new skills
- Acquiring new networking opportunities

Program Setting



- The Mentees get to know their Mentors to assure a chemistry fit before the start of the program
- The Mentees schedule monthly meetings with Mentors throughout one year, about 10 individual sessions of 1-2 hours
- There are three Mentor Master Classes for the Mentors during that year
- Mentees receive a minimum of 3 professional coaching sessions to support the mentoring process, or to deal more in-depth with particular issues as determined in the check-list for Mentees

March to May 2017
 2 matching meetings with HR Project responsible
 Matching phase
 Mentees-Mentors

2 months

Level 1- Mentoring
 10 to 12 sessions of about 2 hours, between **Mentee and Mentor** during 15 months

Level 2 – Reflection Workshops
 5 Reflection workshops for **Mentees**, quarterly, during one year

June 26, 2017
 Half-day Kick Off
 1st Reflection Workshop
Mentees

October 17, 2016
 Half-day
 2nd Reflection Workshop
Mentees

January 29, 2018
 Half -day
 3rd Reflection Workshop
Mentees

June 18, 2018
 Half-day
 4th Reflection Workshop
Mentees

September 17, 2018
 International Mentoring Conference
 5th Refl. Workshop
Mentees

Dates to be determined
Mentor
 Master Class I

Dates to be determined
Mentor
 Master Class II

September 17, 2018
 Intern. Mentoring Conference
 with **Mentors**

Survey

Level 3 - Coaching
 3 Sessions of *Coaching* of 90-120 minutes, to support the **Mentees and/or Mentors** in building up their mentoring process, and to analyse more complex questions

15 months

Services and Investment



- Flat fee for both, the Mentee and the Mentor for the 1-year International Cross-Mentoring Program:
- The fee includes the following services:
 - At least 3 professional Coaching Sessions for the Mentee
 - 4 half-day reflection workshops for the group of Mentees
 - 2 Master Classes and one individual coaching session for the Mentor
 - Participation in the International Closing Conference in Luxembourg on September 18, 2017 for Mentees and Mentors incl. conference/catering charges

International Cross-Mentoring Program Luxembourg



- Rita Knott – Founder and Managing Partner of the International Cross-Mentoring Program Luxembourg, based in Luxembourg since 2005
- Executive and Team Coach since 2004
- Former Executive Board member and Human Resources Director of the Israeli Bank Hapoalim, Luxembourg
- Contact: info@cross-mentoring.net
- Websites: www.cross-mentoring.net

