



International Cross-Mentoring Program

1-YEAR LEADERSHIP DEVELOPMENT THROUGH MENTORING

EDITION 06/2019 TO 09/2020

Program Setting



1. The Mentees get to know their Mentors to assure a chemistry fit before the start of the program
2. The Mentees schedule monthly meetings with Mentors throughout one year, about 10 individual sessions of 1-2 hours
3. There are three Mentor Master Classes for the Mentors during that year
4. 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

April to June 2019
1-2 *matching meetings*

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 24, 2019
Half-day Kick Off
1st Reflection
Workshop:
Role clarification
Mentees

October 21, 2019
Half-day
2nd Reflection
Workshop:
Efficient
Communication
Mentees

January 27, 2020
Half -day
3rd Reflection
Workshop:
Leadership in
Times of Crisis
Mentees

June 15, 2020
Half-day
4th Reflection
Workshop:
Business Network
Self Marketing
Mentees

September 21, 2020
International
Mentoring
Conference
5th Reflection
Workshop
Mentees

Mentor
Master Class I

Mentor
Master Class II

September 21, 2020
*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 Cross-Mentoring Program

All inclusive fee for 1 Mentee and 1 Mentor

The flat 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 21, 2020 for Mentees and Mentors incl. conference 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 a Bank in Luxembourg
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