International Cross-Mentoring Program

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# International Cross-Mentoring Program

1-YEAR LEADERSHIP DEVELOPMENT THROUGH MENTORING

EDITION 06/2020 TO 09/2021

# 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
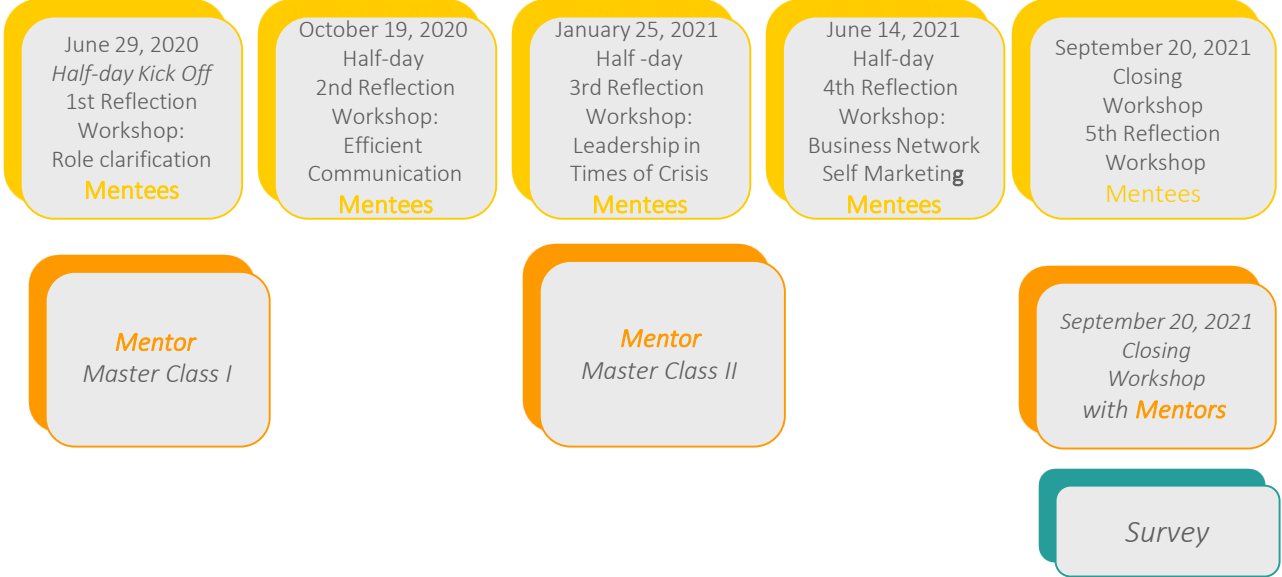
**February to June 2020**

**Matching phase**

*Mentees-Mentors*

**2 months**

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

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

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| June 29, 2020 *Half-day Kick Off* 1st Reflection Workshop: Role clarification **Mentees** | October 19, 2020 Half-day 2nd Reflection Workshop: Efficient Communication **Mentees** | January 25, 2021 Half -day 3rd Reflection Workshop: Leadership in Times of Crisis **Mentees** | June 14, 2021 Half-day 4th Reflection Workshop: Business Network Self Marketing **Mentees** | September 20, 2021 Closing Workshop 5th Reflection Workshop **Mentees** |

**Mentor**
*Master Class I*

**Mentor**
*Master Class II*

*September 20, 2021 Closing Workshop 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**

# International
# Cross-Mentoring Program
# Luxembourg



- Rita Knott – Founder and Managing Partner of the International Cross-Mentoring Program  Luxemburg, 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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