



International Cross-Mentoring Program

1-YEAR LEADERSHIP DEVELOPMENT THROUGH
MENTORING

EDITION 06/2025 TO 09/2026

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. 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
4. New Mentors are introduced into their role through Mentor Master Classes



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 16, 2025
Half-day Kick Off
1st Reflection
Workshop:
Role clarification
Mentees

October 13, 2025
Half-day
2nd Reflection
Workshop:
Efficient
Communication
Mentees

February 09, 2026
Half -day
3rd Reflection
Workshop:
Leadership in
Times of Crisis
Mentees

June 15, 2026
Half-day
4th Reflection
Workshop:
Business Network
Self Marketing
Mentees

September 28, 2026
Half day
5th Reflection
Workshop:
Closing
Event
Mentees

Mentor
Master Class I

Mentor
Master Class II

September 29, 2025
*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 Luxembourg since 2005
- Executive, Team and Organizational Development Coach and Consultant since 2004
- Former Executive Board member and Human Resources Director of a Financial Institution in Luxembourg
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