

MENTORING *for* GROWTH

Bridge to the Future ▲



Sustainable Business Growth

Improve running the business

Drive innovation



External focus
(customers & technology)



Identify with purposes



Engaged & empowered talent



Build agile culture



Retain & Develop future-fit talent



AVARTES
roots • reach • results



MENTORING *for* GROWTH

Bridge to the Future ▲

Organizations and individuals need both hard skills and human skills as well as a growth mindset to survive, let alone to thrive in today's constantly changing world. The challenges of keeping pace with new technologies, ever-changing customer expectations and disruptive competitors require engagement of everyone in an organization. We need to be able to adapt to and to be prepared for situations we have not experienced yet.

To do so, whilst delivering the bottom-line, companies have to go through process, organizational and cultural transformation to be future-fit. Never has the speed of learning and at the same time delivering innovative solutions been more important.

Talented employees, more than ever before, seek career opportunities where they can develop and grow professional and personal capabilities. They expect to feel safe, recognized and work in line with their values and purposes. And with the pandemic accelerating new way of remote working, women have been affected more negatively than men resulting in slowing down their careers or even causing them to leave their jobs.

Mentoring is a highly effective tool TO BRIDGE the needs and requirements of the company and of its talented people and to create a successful future together.



AVVARTES
roots • reach • results

Avvartes is a global company that emboldens leaders, teams and organizations to Learn, Grow and Thrive.

We focus our attention as much as possible on solutions, possibilities and opportunities and as little as necessary on problems, deficits or shortcomings.

In all we do, we are unapologetically humanistic.

Mentoring: HOW and WHAT

We believe that Mentoring is an underutilized and very cost-efficient way to accelerate development and growth.

Avvartes has shown that Mentoring:

- ▶ Supports the organization in becoming future-fit
- ▶ Empowers talent
- ▶ Accelerates learning and growth in the job
- ▶ Promotes a growth culture by learning from each other
- ▶ Strengthens team work, by increasing networking and the quality of communication in the company
- ▶ Enhances interaction between employees of different levels
- ▶ Increases employee engagement and retention
- ▶ Provides learning to both mentee and mentor

Mentoring benefits the Mentee and the Mentor, as well as the organization as a whole. Mentees receive knowledge, learn new skills and feel valued. Mentors become up-to-date with recent trends in various areas and strengthen their leadership skills. With the correct matching of Mentor-Mentee, they grow together and add more value both to themselves and their organizations, paving the way to quick adaptation to new realities and fitness to meet future. The organization benefits by having more engaged mentees and more connected leaders.



Some Facts

At least **71%** of Fortune 500 companies run formal mentoring programs... The study also found that 75% of executives credit their mentors with helping them reach their current positions.

(American Society for Training and Development study)

More than **3 in 4** respondents report that their most impactful mentoring relationship was either 'very important' or 'extremely important' to their career development. Women and minorities were the most likely to say that the relationship was extremely important.

(Creating a Culture of Mentorship, Heidrick & Struggles, 2017)

68% of people with a mentor said they intend to stay with their organization for more than five years; just 32% of people without a mentor said the same.

(The 2016 Deloitte Millennial Survey)

Managerial productivity increases by **88%** when mentoring is involved, versus only 24% with training alone.

(Business Ethics: A Stakeholder and Issues Management Approach, By Joseph W. Weiss, page 432)

Employee retention rates climbed to **69%** and **72%** for the mentors and mentees, respectively, over the seven-year period of the study. The increased retention resulted in a savings of \$6.7 billion in avoided staff turnover and replacement costs.

(Sun Microsystems study on the results of mentoring program introduction)

One in four senior women have considered stepping out of or slowing down their careers as the pandemic and remote working have been particularly harsh on women.

(LeanIn.Org and McKinsey's 2020 edition of Women in the Workplace)

Oracle calculated \$500,000 worth of savings thanks to mentoring.

(w2.0, The Return on Investment of Workplace Mentoring Initiatives. 14 November 2019)

Sodexo saw a \$19 return per dollar spent on mentoring.

(w2.0, The Return on Investment of Workplace Mentoring Initiatives. 14 November 2019)

WHY Mentoring by Avvartes?

Feedback received from a global pharmaceutical company where Avvartes designed and delivered a Global Mentoring Accreditation Program:

“”

“What I liked the most was the interaction of diversified people in the course followed by the practice time on different topics which further enabled me to understand how to implement mentoring.”

“”

“There was a good balance between theory and practice by using the method of “learning by doing”. The training encouraged me to read, learn, act and understand myself better.”

“”

“This course lets us create a team of people who have the same values, a team of like-minded people. Very kind atmosphere.”

“”

“... the interaction with my colleagues was very inspiring especially in combination with such an “intensive” topic as mentoring.”

“”

“I really liked having the chance to share our thoughts and experience in a very open way.”

“”

“The lecturers were a role model of a great mentor and I have enjoyed working with them very much.”

Why Avvartes?: What our Clients say about us

Multi-cultural and
global firm

Up-to-date Knowledge
humbly shared

Not a consultancy but
more a partnership to
co-create with

Eager to do a good job
and add value with
generosity

Flexible & adaptable to
any situations

Wide perspective with
business acumen

“ We work with Avvartes, because their team is reliable, coherent and always behaving as a role-model. They are what they say: trustful, authentic and very real. They are really listening and we appreciate that they also challenge. The Avvartes team has perfectly understood our vision and requirements and have included our values and behaviors in their programs. They also are really aligned with our business both in thinking and in behaviors. And of course, their expertise is super. The feedback we receive from our people who participated in the by Avvartes on-line delivered International Mentoring Accreditation programs is excellent.

Arianna Conca, Global Learning, Wellbeing, D&I Manager at Chiesi

”

Benefits of the Mentoring Experience

- ★ Increases communication, networks and alignment to support organizational and cultural transformation.
- ★ Embraces more people regarding values, embeds company culture.
- ★ Disrupts silo thinking and supports team work and collaboration among divisions and branches.
- ★ Helps attract, retain and develop future leaders and talent by inclusion and providing voice.
- ★ Increases performance by enhancing skills thus creating competitive advantage.

Our unique approach

Avartes emphasizes co-creating programs with and for you using an “A-la Carte Menu” model for Mentoring

Program includes:



Online Modules



Personal Assessment



One-on-One Executive Coaching Session



Faculty-facilitated Peer Learning Group Sessions

Me as a Mentor

Knowing the Others

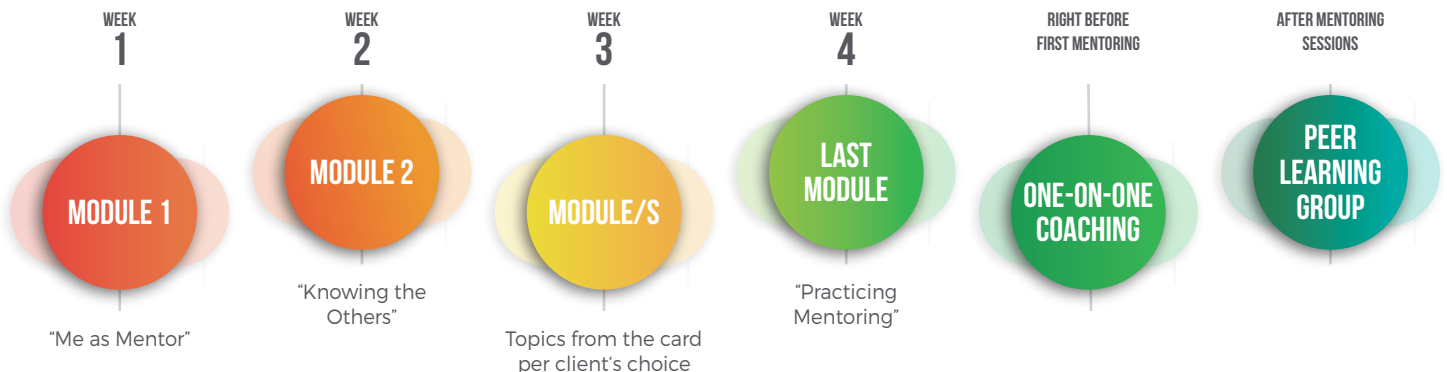
Mentoring for strategic goals for your company such as discovering diversity, inclusion, mental fitness

Practicing Mentoring

- ▶ Be a mentor in VUCA
- ▶ Mentoring for Diversity and Inclusion
- ▶ Habits of a Successful Mentor
- ▶ Reverse Mentoring: Supporting Talents and Seniors
- ▶ Reverse Mentoring: Red Flags

- ▶ Mindset Shift: Problems to Possibilities
- ▶ Mentoring for Emotional Well-being
- ▶ Mentoring for Onboarding Virtual Organizations
- ▶ Leaders of Remote Teams
- ▶ Mentoring for a Human Workplace

Timeline



If requested, we are here to support you for establishing a platform and community of Mentors and/or Mentees.

Contact



Aad JCM van Vliet

Zurich +41.55.4.405060
aad@avvartes.com



Aysun Barin

Istanbul +90.532.724.6832
aysun@avvartes.com



Elena Ignatieva

Moscow +7.985.773.2752
elena@avvartes.com



Evy Severino

Pittsburgh +1.724.612.5235
evy@avvartes.com



Loredana Shani

Santiago de Chile +56 9 7765 8135
loredana@avvartes.com



Matt Kersey

Raleigh +1 919 817 5499
matt@avvartes.com



Siem Reitsma

Rotterdam +31.630.241294
siem@avvartes.com