Network Mentor Programme
Ireland 2020
Executive Summary

We have four intakes this year:

- **Dublin Spring** will launch on the 31st March. The deadline for applications is the 24th February.
- **Cork** will launch on the 6th May. The deadline for applications is the 30th March.
- **Galway** will launch on the 26th May. The deadline for applications is the 23rd April.
- **Dublin Autumn** will launch on the 21st October. The deadline for applications is the 14th September.

Registration is open now, contact mentoring@imi.ie for an application pack.

Key Programme Objectives

- To deliver a cross-company, cross-sector mentor network that will complement existing programmes in the Irish market and within individual organisations.
- To bring together experienced leaders and mid-career high potential individuals - focused on professional and personal development.
- To enhance leadership capability in your talent pool.
- Robust and effective matching process
  - Participating organisations should nominate at least 2 mentors and 2 mentees (one cohort), up to 3 cohorts can be accepted per organisation (additional fees apply).

* At least 50% of mentees must be female

**Mentees:** High potential individuals with a minimum of 10 years experience

**Mentors:** Senior executives

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It is fantastic to see the IMI / 30% club mentoring programme thrive since the pilot in 2015. Bringing together experienced leaders with mid-career high potential individuals can greatly enhance their professional and personal development, with particular added learning through the cross-sector approach.

Mary O’Hara Partner PricewaterhouseCoopers, 30% Club Steering Committee
About the Programme
The mentoring programme benefits the mentor, the mentee and indeed the organisation.

Benefits to a Mentee
Opportunity to Develop and Practice a more Personal Style of Leadership
- The mentoring process can help mentees increase awareness of personal biases, assumptions and areas for improvement.
- Provides access to experience; the mentors have developed their own careers and can share how they sought opportunities and overcame challenges, thus fast-tracking the mentee’s progress.

Improved Job Satisfaction
- Becoming a mentee can bring a renewed enthusiasm and satisfaction for their role and help them achieve their professional goals.
- Enhances the mentee’s confidence in dealing with challenges and issues in addition to support during times of change and transition.

Broadened Perspectives
- The mentee’s perspective may be very different to that of a mentor. Discussions may provide opportunities to see through different eyes and cause mentors to re-evaluate beliefs.
- It can also help boost mentor’s own motivation, job satisfaction and increase productivity.

Increased Peer Recognition
- Through participation in the process, mentors can also develop their own interpersonal skills and increase their visibility and reputation within and beyond their own organisation.
- Mentoring provides an opportunity to demonstrate leadership by committing to developing people.

Benefits to a Mentor

Benefits to the Organisation
Expanded Networks
- The mentoring programme builds relationships within a wider pool of people across various organisations and helps to expand the organisations professional networks.

Talent Management
- Actively supports the organisation’s talent management plan to attract, retain and develop leaders along with building mentoring capabilities and leadership development.

Timings
This programme will run for 12 months from launch date.

Meetings
One-to-one mentoring meetings take place at a minimum every six weeks for 1-2 hours. We encourage monthly meetings in order to build up sufficient momentum over the twelve-month period. The onus is on mentees to schedule and travel to meetings.

Administrative Practicalities
Each organisation nominates both a senior leader as Organisational Sponsor and a Key Contact to help recruit and select mentees and mentors and be the point of contact between their organisation and IMI for the duration of the programme.

Events
The IMI provides access to appropriate leadership and development events.

Confidentiality
We ask participants to respect confidentiality and existing employment relationships.

Feedback Process
Regular surveys are issued to all stakeholders to gauge how the mentoring experience is progressing.

Facilitation of “No Blame Divorces”
IMI works closely with organisational sponsors / key contacts to monitor the ongoing mentoring relationship to ensure it functions effectively to the mutual satisfaction of both mentor and mentee. IMI will facilitate “no blame divorces” and look to rematch both parties if required.
Profile of a Mentee

Mentees are high potential individuals with a minimum of ten years experience typically aged between 28-38 years (this is not a rigid criterion for inclusion into this programme).

Profile of a Mentor

Mentors are individuals with extensive professional experience and a strategic remit within their organisations (C-level executive / Senior Manager). Mentors will work on a one-to-one basis with a single mentee only.

Commitments

Commit between 1-2 hours monthly during the programme for meetings with a mentor.

Attend programme events, including: IMI programme launch and Networking events.

Provide feedback: touch base with the Organisational Sponsor / Key Contact throughout the programme to update and provide feedback. Flag if necessary, any issues as quickly as possible with the Organisational Sponsor / Key Contact.

Be pro-active and reach out to their mentor to schedule sessions – it is the responsibility of the mentee to schedule meetings.

Be clear and honest with their mentor about their expectations.

Complete online mentoring experience surveys as required.

Commit between 1-2 hours monthly during the programme for meetings with a mentee.

Attend IMI programme launch and networking events.

Provide feedback: touch base with the Organisational Sponsor / Key Contact throughout the programme to update and provide feedback. Flag if necessary, any issues as quickly as possible with Organisational Sponsor / Key Contact.

Build trust, be supportive, yet challenging, and treat all discussions as confidential.

Use your skills and experience to help mentees find their own solutions rather than prescribe answers.

Complete online mentoring experience surveys as required.
More about Mentors & Mentees

Tips for recruiting Mentors / Mentees to this programme:

- The motivation level of participants to actively engage in this programme must be gauged in advance to ensure effective participation.
- Focus on key benefits to be gained from programme participation.
- Provide some rationale as to why an individual has been selected for this programme (e.g., level of expertise & experience, future potential).
- Provide advanced notice of the agreed programme start date.
- Provide upfront information regarding the IMI and the 30% Club in Ireland.

Networking Events

IMI will be seeking volunteers from participating organisations to host a breakfast networking event for participants during the programme.

It is envisaged that a total of four briefings will be held during the 12-month programme.

The participating organisations will be responsible for the end-to-end development and management of these events (themes, speakers etc.) at their chosen venue. The participating organisation will cover all costs involved in delivering these events. IMI will support in promoting the event across the mentor and mentee network and issue event reminders (email). IMI will also support in devising an overall theme for the event and sourcing speakers, if required.
Role of the IMI

Working in partnership with the 30% Club, the IMI will manage the end-to-end roll-out and administration of this programme over 12 months.

The IMI has appointed a Programme Manager to act as a central interface between programme participants (Organisational Sponsors, Key Contacts, Mentors and Mentees) and the IMI/30% Club.

The IMI will also deliver a schedule of events throughout this period aimed at enhancing the personal and professional development of programme participants. Please contact Niamh Bicknell, Programme Manager on +353 (0)1 207 8435 or email mentoring@imi.ie for further details.

Testimonials

// By encouraging my mentee to think about their approach to making an impact and developing their career, this has led me to think more about leadership myself. //

Brian Delahunty, Mentor and Head of Product and Business Development at Barclays Bank Ireland Plc

// This experience has broadened my perspectives, expanded my professional network and equipped me with the tools to become a better leader. //

Jean Santry, Mentee and Senior Change Manager at Permanent TSB

// At PwC, we focus on supporting our people to be the best they can be through innovative learning approaches. The IMI / 30% Club Ireland programme complements our L&D strategy. It provides a great opportunity to develop our future leaders by giving external perspective through the company mentors and mentees. //

Mary O’Hara, Organisational Sponsor and Partner at PwC
in the numbers

90%

In the past 5 years, over 14,000 senior professionals have shifted their mindsets through IMI programmes to deliver powerful impacts for their organisation.

14,000

Nearly 500 SMEs have energised their performance and advanced their innovation potential through IMI programmes since 2014.

500

of the world’s top thinkers have delivered inspiring thought-leadership events at IMI since 2014

190

IMI has empowered 2,500 organisations to deliver transformational change since 2014.

2,500

Top 50

The only one in Ireland to be ranked in the global Top 50 in Executive Education by the Financial Times in 2019.

Top 50

IMI was the highest new entrant on the Financial Times European Business School rankings in 2018.