



# The Gap in North American Corporate Mentorship

# When done right, mentorship clearly improves employee retention and performance .

**Deloitte.**

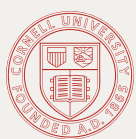
Those intending to stay with their organization for more than five years are twice as likely to have a mentor (68 percent) than not (32 percent)

- Deloitte Millennial Survey

**Google**

Mentoring connections made early on are related to productivity levels five years later

- Google re:Work employee study



**Cornell University**

Mentorship is the most effective diversity initiative and can boost the representation of minority groups at the manager level by 9 to 24%

- Cornell University IRL School research paper

# But how are North American corporations performing?

To find out, we interviewed & surveyed employees from 50+ leading North American companies

# Despite the value of mentorship, not all companies facilitate it



68 percent of employees think mentorship is either important or very important



Yet only 57 percent of companies have a formal mentorship program

## How Together can help

Together provides an end-to-end mentorship platform that makes it easy to implement and administer a best-practice mentorship program right out of the box.



# Even when formal programs exist, it's often not enough

70 percent of employees think 2 - 3 mentors is the ideal number



% of respondents

63 percent of formal programs only provide 1 mentor



% of respondents

49 percent of employees have 1 mentor or less



% of respondents

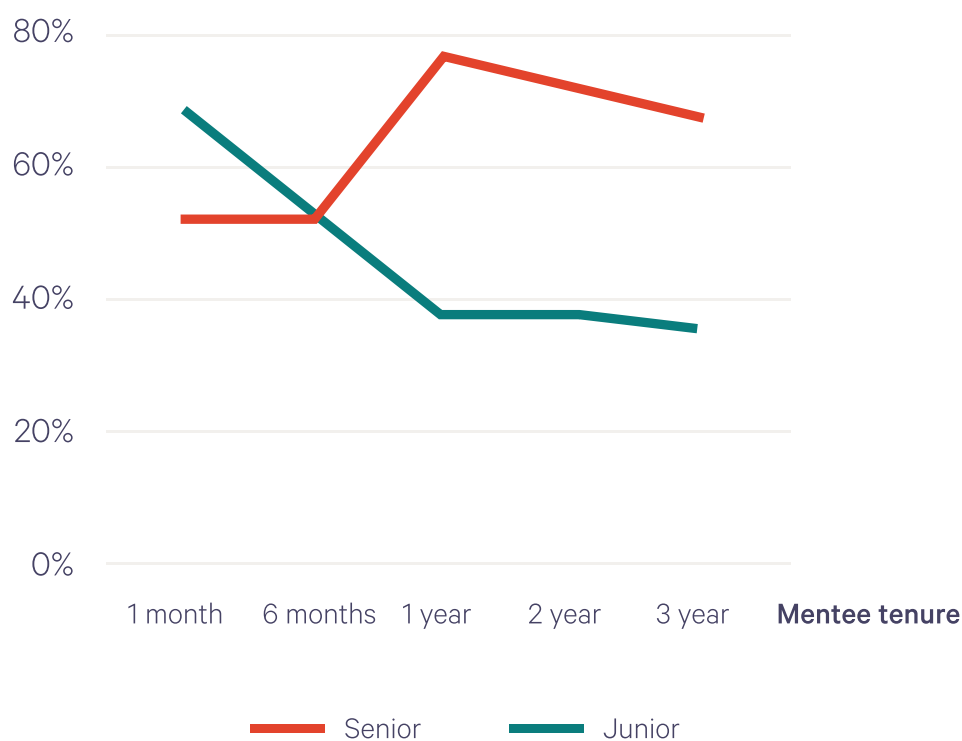
## How Together can help

Together's software can make it easy to support multiple programs where necessary.



# Mentorship needs change over time but programs don't adapt

Percent of employees who think a senior or junior mentor is important or very important by tenure



“

“I didn't have anything to ask my senior mentor when I first joined”

“A junior mentor is super useful at the beginning to ask all the stupid questions”

“My company never updated my pairing as my needs changed”

## How Together can help

Together uses contextual pairing to pair the right mentors with mentees at the right time. In addition to accounting for a mentee's tenure, Together also evaluates a mentee's evolving goals.



# Mentees want consistent mentorship sessions



49 percent of employees want mentorship once per month

But aren't always able to get mentorship frequently enough

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“I'm nervous to put time on my mentor's calendar because he's very busy”

“I wish our program was more structured on when to meet our mentors”

“My program didn't provide any support in scheduling meetings”

## How Together can help

Our mentorship platform automatically helps schedule mentor and mentee meetings at the appropriate cadence to ensure mentees get the time they deserve.



# Lack of follow-up means mentees fall through the cracks



HR never followed-up on pairings in 65 percent of programs to see if mentors met their mentees

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“My mentor had already left the company by the time I joined”

“I never reached out to my mentor and he never reached out to me”

“I met my mentor once, but didn’t have a good personal fit”

## How Together can help

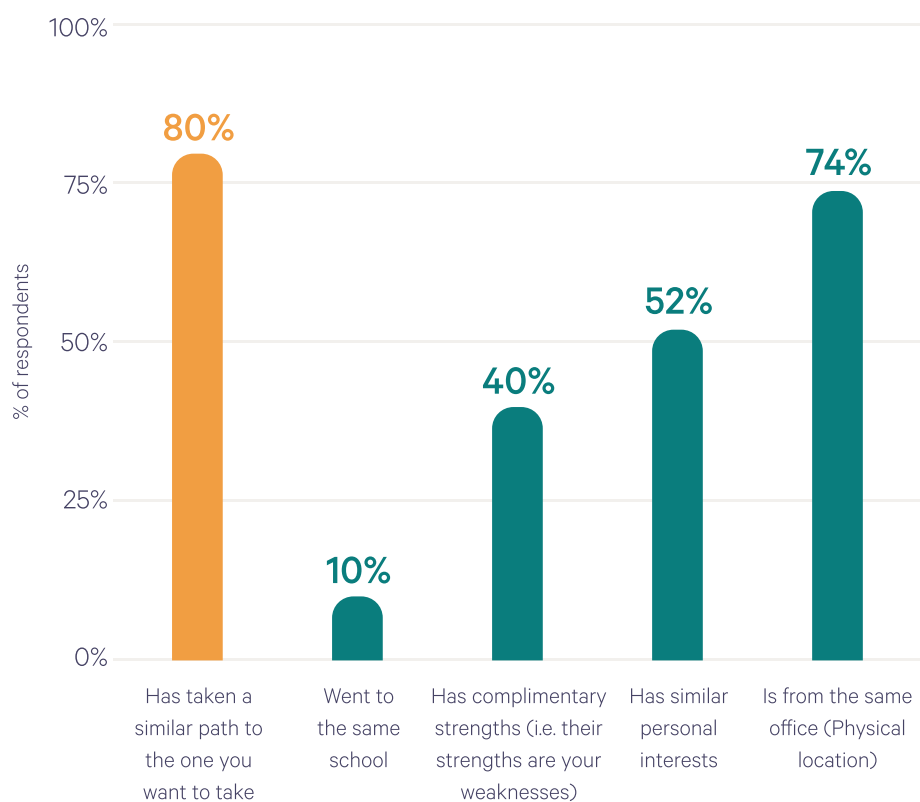
In addition to assisting in the scheduling of meetings, Together follows-up with mentees to confirm they met their mentor and check on how valuable they found the meeting.





# Many factors influence a good mentor-mentee pairing

Percent of employees who think each criterion for pairing is either important or very important



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“My pairings felt like HR randomly assigned them”

“I need my mentor to have similar interests to build a personal connection”

“I didn’t relate to my mentor at all”

## How Together can help

Together makes it easy to collect the relevant information and incorporate it into the pairings. Moreover, it uses AI to learn over time what makes the best pairings in your company.



# Organic mentorship is the most valuable, but needs support too



63 percent of mentees found their most valuable mentor outside of a formal program

Yet programs don't provide support for these types of mentors

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“I wish there was more support for mentoring outside of the assigned pairing”

“When it comes to finding your own mentor, you're on your own”

“I have people I think are my mentor, but I can't be sure”

## How Together can help

Together doesn't only focus on forced pairing. If a mentee finds a mentor organically, our platform still supports this relationship by helping guide the mentors and mentees to meet at the right frequency and keep their conversations focused on goals.



# Diversity group pairing is essential for some, but not all

41 percent of employees from diversity groups think it's important or very important that a mentor come from the same group



% of respondents

28 percent of employees from diversity groups think it's not important or somewhat not important that a mentor come from the same group



% of respondents

“

“There are some questions I would only be comfortable asking another woman”

“I don't think my minority group has any unique challenges”

“I'd be comfortable if I knew it was completely anonymous”

## How Together can help

Together allows employees to anonymously identify with a diversity group, which will be incorporated in their mentorship pairing.



# Together manages your program from end-to-end



## Registration

- Key information collected through a simple registration process.
- Integrates with existing HR data to simplify registration process.



## Pairing

- Support for both “admin led” and “mentee led” pairing processes.
- Advanced recommendation and optimization algorithms help when necessary.



## Scheduling

- Help for reminding users to schedule sessions at an appropriate pace.
- Platform tracks mentorship session scheduling and can assist if necessary.



## Development

- Pairings reminded before each session of mentee’s goals as well as best practice tips.
- Follow-up measures how mentees and mentors are progressing.



## Reporting

- All interactions through the platform are captured making it easy for HR to report on the program’s success and make adjustments where needed.

### Email & Calendar Integrations



### HRIS Integrations



And more.....

# Why Together?



## Simple

Every product decision we make is focused on how can we make this simpler for our users.



## Results focused

From our reporting to our pricing we want to drive meaningful business results and be aligned with your goals.



## Customizable

Not every program is the same. That's why we allow you to tailor the program without requiring a developer.



## Secure

It's hard to know who you can trust with your employee data, that's why we're SOC 2 certified.



## Scalable

Scale comfortably with as many programs and employees as you need (100,000+).



## Accessible on All Devices

Our end user platform is mobile responsive and works across all devices.