

## BENEFITS OF A MENTOR PROGRAM

77% of surveyed companies believe that mentoring programs are effective in increasing employee retention

Reported benefits include the following:

### Mentees:

- ✓ Increased skills
- ✓ Better leadership
- ✓ Increased career satisfaction & success
- ✓ Improved productivity
- ✓ Increased pride and commitment to their company
- ✓ Longer retention
- ✓ Greater confidence

### Did you know?

Fortune 500 CEO's cite having a mentor as the most important component of their success!

### Mentors:

- ✓ Enjoy greater respect within the company
- ✓ Improved communication & leadership skills
- ✓ Increased pride and loyalty to organization

### Companies:

- ✓ Less turnover
- ✓ Greater employee satisfaction and engagement
- ✓ Reduced costs
- ✓ Increased productivity
- ✓ Better image
- ✓ Better communication within the company

## A GUIDE TO UNDERSTANDING GENERATIONAL DIFFERENCES

Generation	Cultural Trends	Positive Traits	Negative Traits	Workplace Attributes
<b>Baby Boomers</b>	<ul style="list-style-type: none"> <li>• Born after end of WWII</li> <li>• Raised in era of economic prosperity</li> </ul>	<ul style="list-style-type: none"> <li>• Hard-working</li> <li>• Committed to harmony</li> </ul>	<ul style="list-style-type: none"> <li>• Sense of entitlement</li> <li>• Workaholics</li> </ul>	<ul style="list-style-type: none"> <li>• Hard work = long hours</li> <li>• Long-term commitment to organization</li> </ul>
<b>Millennials</b>	<ul style="list-style-type: none"> <li>• Two-earner household with "latchkey" kids</li> <li>• Raised in era of economic uncertainty</li> </ul>	<ul style="list-style-type: none"> <li>• Entrepreneurial</li> <li>• Comfortable with technology</li> </ul>	<ul style="list-style-type: none"> <li>• Question authority figures</li> <li>• Can be viewed as lazy/slackers</li> </ul>	<ul style="list-style-type: none"> <li>• Desire work-life balance</li> <li>• Expect to have multiple employers and multiple careers</li> </ul>
<b>Generation X</b>	<ul style="list-style-type: none"> <li>• Grew up with technology &amp; immediate access to information</li> <li>• Globalization</li> </ul>	<ul style="list-style-type: none"> <li>• Tech-savvy</li> <li>• Appreciative of diversity</li> <li>• Multitaskers</li> </ul>	<ul style="list-style-type: none"> <li>• Short attention spans – easily distracted</li> <li>• Not loyal to company or organization</li> </ul>	<ul style="list-style-type: none"> <li>• Excellent at integrating technology</li> <li>• Demand feedback &amp; recognition</li> <li>• Expect to have many employers and multiple careers</li> </ul>

## MATCHING MENTORS & MENTEES

### Mentor should be:

- ✓ Established within the company
- ✓ Interested in mentoring and developing others
- ✓ Have required knowledge and skills
- ✓ Positive
- ✓ Trustworthy

### Mentees should be:

- ✓ Seeking development
- ✓ Key performers in their current roles
- ✓ Have interest and potential for advancement

Baby Boomers have **experience**

Millennials have **potential**

### REMEMBER

- The importance of communication -
- Focus on the goal -
- Team dynamic should be flat, not hierarchical -
- Focus on each generation's strengths -
- Baby Boomers can share experiences -
- Millennials can share technological expertise -