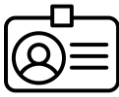


Mentoring: Long-term Development & Relationship Building

Structured pairing between experienced and less experienced employees, focused on knowledge transfer and career advancement.



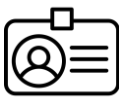
- Long-term relationship building
- Role modeling and guidance
- Broader career and personal development
- Knowledge and experience transfer
- Often less structured and more holistic
- Based on mentor's expertise and experience
- Focuses on the "big picture" career path



- Shares wisdom and personal experiences
- Provides guidance on career advancement
- Offers networking opportunities
- Serves as a sounding board
- Helps mentee navigate organizational culture
- Builds relationship based on trust
- Advocates for mentee's development

Coaching: Performance Improvement & Skill Development

Focused on improving specific performance through skill development and behavior change, typically as a shorter-term engagement.



- Task and performance oriented
- Goal-specific and typically shorter-term
- Focused on specific skill development
- More structured with defined outcomes
- Based on asking powerful questions
- Emphasizes accountability and action
- Measurable improvement in targeted areas



- Asks powerful questions to prompt insight
- Sets measurable goals and objectives
- Provides direct, constructive feedback
- Holds individual accountable for progress
- Facilitates skill development
- Empowers coachee to find their own solutions
- Follows a structured improvement process

Organizations with strong mentoring and coaching cultures see significant improvements in key business metrics.

Organizational Impact & ROI

Create a Culture of Growth through Mentoring & Coaching

Organizations that implement both mentoring and coaching programs experience higher employee engagement, retention, and overall business performance.



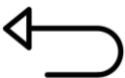
72%

Higher retention rate for mentees compared to 49% for non-mentored employees



70%

Boost in individual performance through effective coaching



788%

ROI on executive coaching according to MetrixGlobal study



94%

Of employees would stay longer at companies offering learning opportunities



5-6x

Higher promotion rates for mentors and mentees vs. non-participants



147%

Higher performance for companies with engaged employees



91%

Of mentored workers report being happy in their job



\$1B

Annual operating margin contribution from one company's coaching program

Unlocking Sustainable Growth

We Build, Audit, and Transform Your Revenue Operations and Enablement. Ready to Scale?