

Meet your Match!

If you've never formalized a mentoring program, or if you have and it became little more than corporate social work, you are not alone and we can help you!

Mentoring, coaching and collaboration are taking a front seat as learners and organizations alike demand more return and higher satisfaction from their learning endeavors. The ODScore™ mentor matching module provides matches based on key success factors on the front end with a system to track and monitor goals and outcomes on the back end.

All with a user-friendly, fun and motivational interface.

The process:

1. Identify your mentors and mentees using ODScore's exclusive mentor/benefit profiles.
2. Invite your population to create profiles within the ODScore system.



Successful CEOs tell us:

» *Mentoring is the most desired, but least available resource.*

3. ODScore matches mentors and mentees using a powerful algorithm, designed to mitigate poor matches and to educate pairings on how to leverage their similarities and mitigate their differences.
4. Participants set goals for development and assess how the goals are being supported after each mentoring interaction.

The Business Case for Mentoring

Mentoring programs, well run, can:

- Help to safe-guard key people
- Assist new employees to understand key cultural requirements fast
- Make use of the expertise of people new to the country faster
- Provide meaningful benefit to your generational workforce
- Be the critical missing piece in a knowledge management strategy

Research shows:

- People who are mentored advance further, faster in their careers (Gersick, Bartunek & Dutton, 2000),
- The population most likely to engage and to benefit most is under 40 years of age (Lock, 2008)
- Formal mentoring programs develop and sustain a knowledgeable and connected talent pool (Eddy, Tannenbaum, Alliger, D'Abate, & Givens, 2001).
- Mentoring programs are rated highly by participants
- The main factor in increase participants' intent to remain with the company