



# Developing potential with the Mentoring System

## Mentoring means:

- **Learning from the experiences of others**
- **Meeting needs faster and more effectively**
- **Passing on existing knowledge in the company to future generations**
- Mentoring promotes contact between generations, genders, grades, business areas and companies
- Mentoring enables open exchanges and promotes communication between hierarchies
- Mentoring creates new networks

## What is mentoring?

### **Mentoring is based on the knowledge of experienced people**

- The experienced person (mentor) passes on their knowledge and skills to a less experienced person (mentee)
- Human potential is revealed, structured and promoted
- The mentor shares lessons learned from day-to-day business
- The mentoring principle supports professional advancement and personal development

## What are the requirements?

### **The mentor enhances social skills**

He/she works at a different hierarchical level in the company or at another organisation. He/she has extensive experience and has no authority to issue instructions to the mentee.

The ideal mentor is interested in and enjoys the development of other people, is patient – and is willing to learn from his/her mentee. The benefit for the mentor lies in the enhancement of their social skills and self-reflection.

### **Mentees are promoted as young talent**

Employees with high potential are invited to take part in mentoring as part of development planning, either by talent management or by their respective manager. This measure promotes personal development and can address e.g. the following priorities:

- Improve to think and acting strategically
- Practice to appear confident and self-sufficient impression in difficult situations
- Dealing with challenges
- Develop leadership and management skills
- Build up a network within the company and beyond

# ERGO

A Munich Re company

## ERGO Mentoring Services

### ERGO Mentoring Programme for women with high potential

Form:	Internal mentoring with accompanying seminars
Mentees:	Women with high potential, professional matching
Identified by:	Talent management process or by their manager
Requirement:	GROW Process completed
Mentor:	Board of directors and 1 <sup>st</sup> reporting level
Duration:	12 months
Number:	20 tandems
Start:	In spring each year
Objective:	Motivate more women to pursue to take on management positions

### ERGO Mixed Mentoring for women and men with high potential

Form:	Internal mentoring
Mentees:	Women and men with high potential, professional matching
Identified by:	Talent management process or by their manager
Requirement:	GROW Process completed
Mentor:	1 <sup>st</sup> and 2 <sup>nd</sup> reporting level
Duration:	12 months
Number:	No minimum number or limit
Start:	Any time of year
Objective:	Personal development measures



### Your contact person at ERGO:

Anja-Christina Schwenck

Tel +49 211 477-6847

Mobil 0173 489-6917

[anja-christina.schwenck@ergo.de](mailto:anja-christina.schwenck@ergo.de)