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MENTORSHIP

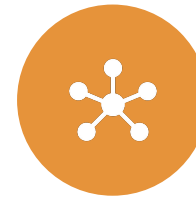
Outline



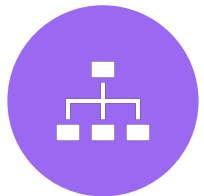
Successful
Programs



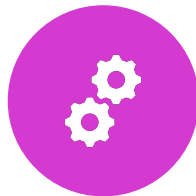
Retention



Communication
Platforms



Structure



Integration



Final Deliverable

Successful Programs

Big Brother
Big Sister

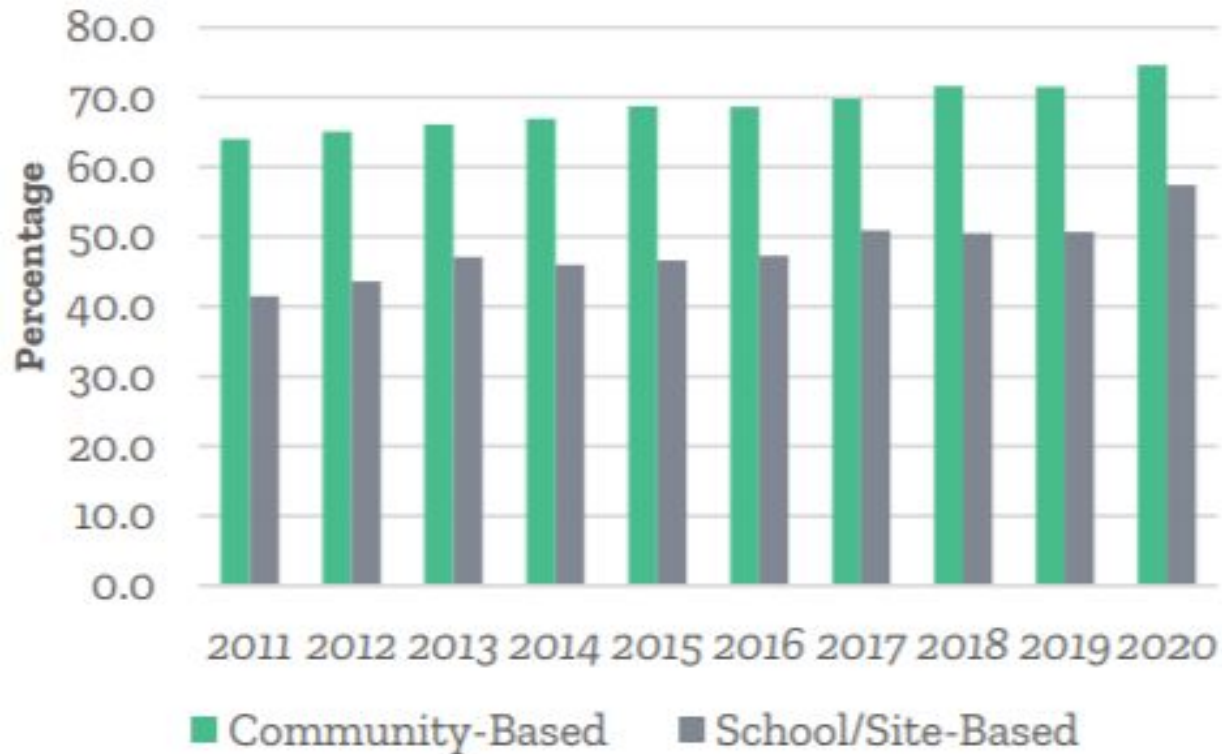
Tucson
Young
Professionals



Big Brother Big Sister

- ▶ Strong Bonds
- ▶ Retention
- ▶ Communication

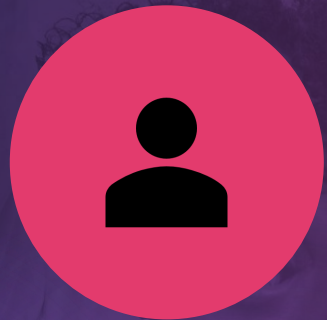
10-Year Snapshot of 12 Month Retention Rate (%) by Program



2020 Big Brother Big Sister Impact report

BBBS-
Retention
is key

Tucson Young Professionals



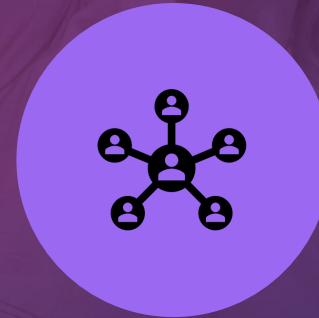
Membership Mixers



Opportunities to join
the board



Monthly meetings &
newsletter



Member Center (for
mentors and mentees
to connect

Industry Best Practices

Analyze existing mentorship programs and build on that foundation.



Strong mentorship programs consisted of:

Retention

Communication

Structure

Retention



RECOGNITION



ONBOARDING
PROCESSES



GROWTH

Retention Based on Employee Studies

91%

- Say **recognition** improves organizational commitment

82%

- Great **onboarding** improves retention by

87%

- Say **growth** and development are important



Communication Platforms

STATISTIC ON COMMUNICATION PLATFORMS

Discord

14 million DAU (2019)

Collaboration,
Management, Internal
Communications, Live
Chat, Screen Sharing

Group
Me

Over 14 million DAU
(2020)

Messaging, Team
Chat

Slack

12 million DAU (2019)

Collaboration,
Communication Tools,
Live Chat, Project
Management, Screen
Sharing, Video
Conferencing

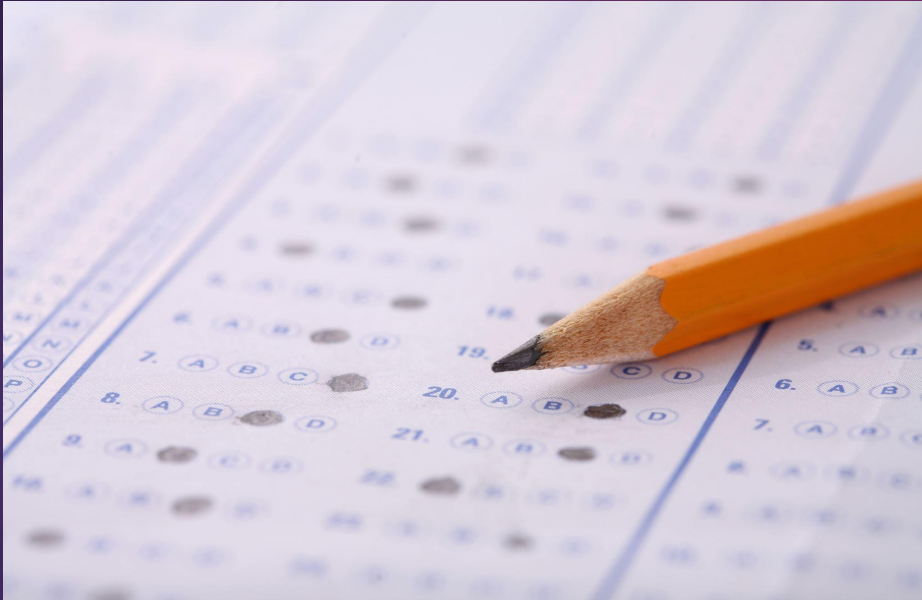
Structure

Formal vs Informal

Dyadic vs Non-Dyadic

The Thrive Mosaic

FORMAL



INFORMAL



DYADIC



NON-DYADIC



The Thrive Mosaic



Associate

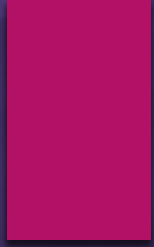
Advocate

Connector

Mentor

Coach

Target Training

The background of the slide features a purple-toned photograph of two hands holding two interlocking puzzle pieces. The puzzle pieces are dark purple, and the hands are a lighter shade of purple. The text 'Bringing It All Together' is overlaid on the left puzzle piece.

Bringing It All Together

Final Deliverables



Recruitment
Plan



Implementation
Guidelines



Mentorship
Program

Helping
Youth Who
Are Helping
Others

Strict Process

Trust

Communication

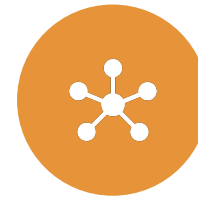
OUTLINE



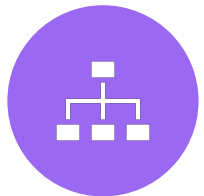
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