



LEVEL UP, TOGETHER

Mentorship that goes both ways.

LAUNCHING OUR RECIPROCAL MENTORSHIP PROGRAM

When most people hear the word mentorship, they picture someone older or more experienced guiding someone younger. That traditional model still has value—but it isn't the only way learning happens.

In today's workplaces, up to five generations are working side by side. Differences in communication styles, work habits, and expectations can sometimes cause friction. At the same time, many experienced employees are nearing retirement, and organizations risk losing critical knowledge without a plan to transfer it.

Cross-generational reciprocal mentorship is a solution. These partnerships connect employees of different ages and backgrounds so that learning flows both ways. Both people contribute, both people learn, and both people grow—while breaking down stereotypes and ensuring that valuable knowledge is shared, not lost.

Note: Participation is completely optional—sign up if this experience is right for you.

“Everyone you will ever meet knows something you don’t.” – Bill Nye

HOW OUR PROGRAM WORKS (ROLES)

Our program brings together employees in unique, mutually beneficial partnerships designed for shared growth and organizational knowledge transfer.

We've established two key roles:

Legacy Partner

Experienced employee who shares organizational knowledge, history, and lessons learned—while gaining fresh insights and approaches.



Growth Partner

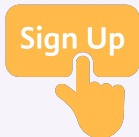
Emerging employee who brings new ideas, skills, and perspectives—while learning from experience and organizational context.



HOW OUR PROGRAM WORKS (LOGISTICS)

Our program is designed to be simple, structured, and rewarding. Here's how it works.

Complete interest survey to capture goals and availability.



Get thoughtfully matched with a Legacy or Growth Partner.



Join your cohort* and receive tools and resources for success.



Kick off your mentorship by meeting with your partner and setting goals.



Meet weekly or biweekly for 6 months to share knowledge and learn from each other.



Reflect and celebrate to capture insights and close the program.



*Growth Partners only; Legacy Partners will receive personalized 1:1 support scheduled as needed based on participant circumstances.

With tools, resources, and cohort connections, you'll never be navigating alone.

BENEFITS FOR LEGACY PARTNERS

Expand your perspective: Gain fresh insights on technology, communication, and new ways of working.

Develop leadership skills: Enhance your ability to guide, listen, and inspire.

Leave a lasting impact: Transfer valuable institutional knowledge and build a legacy within the organization.

Reinvigorate your career: Discover new challenges and opportunities for personal and professional growth.



BENEFITS FOR GROWTH PARTNERS



Accelerate your learning: Gain critical organizational context and practical wisdom from experienced colleagues.

Expand your network: Build relationships with leaders and experienced professionals across the organization.

Develop core skills: Enhance problem-solving, decision-making, and strategic thinking.

Shape the future: Contribute new ideas and perspectives that drive innovation and change.

BENEFITS FOR OUR ORGANIZATION

The [ORGANIZATION NAME] Reciprocal Mentorship Program is an investment in our collective success:

Enhanced Knowledge Transfer: Captures and shares critical institutional knowledge, reducing risk when experienced employees transition.

Improved Employee Engagement & Retention: Strengthens community, purpose, and mutual respect, increasing job satisfaction and loyalty.

Culture of Continuous Learning: Fosters an environment where learning and growth are embraced by all employees, across generations.

Innovation & Agility: Combines the experience of seasoned employees with the fresh ideas of emerging talent, fueling creativity and adaptability.

Stronger Internal Networks: Connects people across roles, departments, and experience levels, strengthening collaboration and organizational cohesion.

Talent Development: Builds a pipeline of future leaders and skilled employees equipped to meet evolving challenges.

YOUR COMMITMENT: WHAT WE ASK OF OUR PARTNERS

- **Commit to 6 months** of weekly or biweekly meetings with your partner.
- **Share knowledge and insights** openly to support your partner's growth.
- **Capture key learning** for the organization through short reflections or uploads.
- **Offer thoughtful feedback** to help improve the program and its impact.



OUR COMMITMENT: WHAT YOU CAN EXPECT FROM US

- **Thoughtful Matching:** Pairs based on your goals, strengths, interests and preferences for a productive partnership.
- **Structured Onboarding & Training:** Clear guidance and resources to start your mentorship strong.
- **Ongoing Support & Resources:**
 - **Growth Partners:** Regular cohort check-ins with program facilitators and an optional online space for peer support and idea sharing.
 - **Legacy Partners:** Needs-based 1:1 support with the facilitator for guidance and troubleshooting, plus access to discreet resources for goal-setting, meeting structure, and maximizing learning.
 - **Shared Resources:** All participants receive tools and templates to support goal-setting, structure meetings, and capture lessons learned throughout the program.
- **Organizational Support:** Leadership backing for a culture of shared learning and growth.
- **Dedicated Program Management:** A team dedicated to overseeing the program, addressing questions, and ensuring a positive experience for all.

NEXT STEPS: READY TO JOIN?

- **Complete the interest form:**
 - Share your goals and availability to help us make thoughtful matches.
- **Watch for your match:**
 - You'll be paired with a Legacy or Growth Partner. Growth partners will be assigned a cohort.
- **Kick off your mentorship journey:**
 - Meet your partner, set goals, and start your six-month experience

Scan the QR code below or go to link:

<https://tinyurl.com/4cnjwx8t>

