

EQmentor Subscription Details

Each subscription to EQmentor includes the following:

- Full up-front Emotional Intelligence and Personality Assessment
- Certified, custom-matched mentor with a proven track record
- Own private and confidential learning room with a mentor
- Average of two communications per week with a mentor
- Access to more than 300 learning and development tools
- Post Emotional Intelligence Assessment and Growth Report
- 24/7 unlimited access to a cross-industry collaboration community, EQ Village, and the Gale Repository of over 9,000 workplace-related periodicals and journals
- Generation of 3-5 action items addressing a Company Challenge
 - Mentees select a business issue facing their department or company, research and discuss it with their mentor, and bring back 3-5 action items to positively address the issue – all to be implemented within 6 months.

Why EQmentor?

The most compelling reason for implementing an EQmentor program in your organisation is the value of partnering your future leaders with a mentor who has proven results and 10+ years of experience. These mentors are CEOs, run their own businesses, are Vice Presidents and Presidents... imagine the new ideas, experiences and learnings that your employee will bring into your organisation.

The benefits of EQmentor are:

- Improved EQ
- Greater career success
- Stronger relationships
- Effective leadership skills
- Improved communication
- Progress on identified goals
- Less workplace conflict
- Better problem-solving skills
- Increased optimism and confidence.
- EQmentor is a green company – 7 times greener than a one day offsite.

The advantages of EQmentor are:

- Assured mentoring process – structured and continuous
- Online – accessible from anywhere
- Asynchronous communication – learn on your schedule
- Anonymous and confidential – share your experience, knowledge, and wisdom without any attribution, judgment, fear or favour
- Unlimited access to EQ Village – a cross-industry collaboration community
- Measurable results.

EQmentor can be used as a standalone professional development program, or in conjunction with your established HR programs and systems. It can be used by a number of employees at the same level, or to reward and recognise specific members of your team.

Change Factory is the exclusive distributor of EQmentor in Australia.



EQmentor

experience | knowledge | wisdom

*when you need it.*TM

EQmentor is an online personal and professional development program that combines one-to-one mentoring with a community network and a wealth of business resources. It offers a continuous, multi-modal learning environment that is there when you need it.

EQmentor is also a great solution for organisations that are looking at ways to develop their future leaders, and is the perfect tool to harness 'The Power of Y'.

CONTACT US

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The Power of Y



The Australian workforce is undergoing significant change, as experienced and often long-serving Baby Boomers are retiring and being replaced by younger Generation Y (Gen Y) employees.

Today, Baby Boomers represent 36% of the Australian workforce.

By the year 2020, they will represent only 16%. Conversely, Gen Y currently represents 18% of the workforce, but an estimated 35% by 2020¹.

Some organisations speak of the challenges associated with managing young Gen Y employees. They are often regarded as lazy, materialistic, arrogant and entitled, without the strong work ethic of their Baby Boomer counterparts.

We believe that the transition from Baby Boomer to Gen Y employees need not be disruptive and problematic. With the right HR strategies in place to attract, retain and develop Gen Y employees, 'The Power of Y' can be harnessed and prove to be a big asset to the organisation. In addition, with the right knowledge management systems in place, continuity of corporate memory can be ensured.

Who will benefit from EQmentor?

Organisations

If you face any of the following HR issues, EQmentor may be a solution for your organisation:

- You have talented employees that you want to retain
- You want to implement a mentoring program, but don't have enough leaders
- You have a large proportion of Gen X and Y employees (aged 25 to 45) that you need to develop for leadership positions
- Your organisation is geographically dispersed, so face-to-face mentoring is a challenge
- You want to enhance the performance of your employees
- You want to improve job satisfaction and improve employee commitment
- You want to establish support networks for your employees.

Mentees

EQmentor is designed for working professionals in the Gen X or Y age groups (25-45) who have a desire to learn, be successful and attain work/life balance.

These mentees typically:

- Possess an intrinsic desire for self-improvement
- Are coachable and are willing to learn from others
- Show high leadership potential
- Are in a critical retention role that involves external collaboration and human interaction
- Are recently promoted managers/supervisors or strategic new hires.

What is EQmentor and how does it work?

EQmentor is a subscription-based online mentoring program that combines multiple sources of information, professional and experiential knowledge, to enable continuous learning at the point of need.

It encompasses 3 key relationships:

- Mentor relationship
- Peer community relationship
- Knowledge source relationship.

1 Mentor relationship

The traditional mentor relationship involves one-on-one interaction. Mentors continue to be a great source of experiential knowledge, and are the backbone of the EQmentor model.

- The EQ Learning Room is a private and confidential portal for communications between a mentor and mentee.

2 Peer community relationship

Web 2.0 technologies allow for collaborative learning from a global peer community (the EQ Village), breaking down traditional barriers of geography, industry, and cultures.

- With EQideagora, working professionals can post an idea or problem and seek to build solutions through collective community feedback.
- With EQchat, mentor facilitated chat sessions are attended by a maximum of 15 mentees, to discuss relevant and current topics affecting the workforce.
- With EQdiscussion, mentees can discuss topics and issues with the community.

3 Knowledge source relationship

Professional databases, as well as user-generated content, harness and house repositories of knowledge.

- The EQtoolkit contains over 300 learning and development exercises to supplement learning.
- EQresearch provides access to professional knowledge through the Gale database, and can be searched by company, industry or article.

¹ McCrindle Research. (2011). Australia's Generational Profile. Available: <http://www.mccrindle.com.au/RESOURCES/Australian/Population/Map.pdf>

The EQmentor Model

21st Century Mentoring:
Learning from multiple
sources at the point-of-need.

