



We Build Character & Elevate Executive Mentoring Program

Donna Ventimiglia, Executive Director



CFO:
What happens if we
invest in developing
our people and then
they leave the
company?

CEO:
What happens if we don't
and they stay?





CEO - Succession Planning

- 56% Executives predict leadership shortage
- 65% Concerned about employee retention
- 66% CEOs facing limited talent pools
 - Looking to mentoring programs to assist

When executives look to talent pools to fill leadership positions, unfortunately they usually seek those who look just like them



Benefits of Mentoring

- **Mentees:**
 - Perform better, advance more rapidly, report career satisfaction, lower turnover, promoted 5 x faster, increase retention rates 72%
- **Mentors:**
 - Enhance own skills, develop and retain talent, create a legacy, satisfaction of helping others, increased retention rates 69%
- **Corporations:**
 - Develop internal talent, retention succession planning, increased loyalty, promotes diversity & inclusion, improved leadership & management skills.

2/3 of companies that used mentoring to develop skills found it effective



Elevate Executive Mentoring Program

Elevate 12 Month Program:

- Mentee/Protégé – career-minded entrepreneurial-spirited individuals
- Mentors – Executives with coaching and mentoring abilities
- Executive Sponsors – Persons of influence to support Mentee/Protégé

Fosters talent to retain competitive state –wide human resources



Corporate Mentoring Programs

Common Success Factors:

- Top management support
- Effective Recruitment
- Focus through succession planning
- Align with company culture

Elevate Executive Mentoring Program

- Corporate Partners - Corporations that share our vision/mission and who seek help with diversity, leadership, and succession planning objectives

Cultural change is not immediate – executive sponsorship is key



2011 CIO Elevate Program

- June – July:
 - Accepting applications for Mentees, Mentors, Executive Sponsors and Partners
- August:
 - Interviews and Matching
- September 1:
 - Program Launch



WBC Principals

Tracy Ann Palmer, Founder

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“The most dangerous leadership myth is that leaders are born – that there is a genetic factor to leadership. This myth asserts that people have certain charismatic qualities or not. That’s nonsense; in fact, the opposite is true. Leaders are made rather than born.”

Warren G. Bennis