CROSS-COMPANY MENTORING PROGRAM

A UNIQUE OPPORTUNITY FOR PERSONAL GROWTH

The Advance mentoring program offers a unique opportunity for personal and professional growth by matching high-potential female mentees with senior executive mentors from member companies to create focused partnerships.

FOSTERING AN ENVIRONMENT FOR PERSONAL DEVELOPMENT

Because mentors and mentees are not from the same company, an open and confidential dialogue is possible, creating a solid basis to prepare for and master the next steps for advancement.

CROSS-COMPANY INSIGHTS FROM THE OUTSIDE

Usually, mentoring happens within the same company. Advance takes mentoring beyond the limits of specific corporations and industries. It brings people together who work in different environments and set-ups, offering them a change of perspective and a fresh view on strategies for career advancement.

DISTINGUISHED TOP EXECUTIVE MENTORS

Our mentors are senior business leaders from top companies with a proven track record who are familiar with the challenges of today’s business environment and highly engaged for gender equality in the workplace.

MENTORING MANAGER

Anne Halbritter is an economist and systemic human resource and organizational development specialist. She has built up and has been managing the unique Advance cross-company mentoring program since 2014. Apart from her role as mentoring manager for Advance, she has also been partner at Hoeschgasse Consultants Zurich since 2012 with her own company Mensch-Team-Organisation GmbH. Previous roles include Head of Group HR Development, Charles Voegele Group, Managing Director, Bon appétit Academy, Bon appétit Group, and Departmental Head of Retail & Consumption, Gottlieb Duttweiler Institute.
Gold members A
nominate 1 mentee and 1 mentor
Gold members B
nominate 2 mentees and 2 mentors
Classic members
nominate 1 mentee and 1 mentor
Additional seats in the mentoring program can be purchased for 4'500 CHF.

Duration: 12 months, starting from May to April of the following year.
Mentor and mentee meet as often as needed, based on their bilateral agreement.
Our recommendation is 6-8 times during the mentoring year, of which 4 should ideally be in person.
The ambassadors of the member companies make sure that mentor and mentee are well informed as to why they have been selected and that they receive a comprehensive overview on the mentoring program.
The member company is responsible for getting the support of the mentee’s line manager. Participation in the mentoring meetings should be treated with priority and travelling should be possible if required.

Note: mentees without a first appointment within 8 weeks after launch will be asked to leave the program.

THE MENTEE

PROFILE
- Female only
- Selected key talent
- Has made or is ready for a next step or increased responsibilities
- Line manager or senior specialist
- Middle to senior management level (at least 8 years of work experience)
- Clear ambition to advance
- Open to receive feedback
- Committed to invest time into the mentoring relationship

RESPONSIBILITIES
The mentee actively drives the mentoring process: appointments, agenda, feedback to mentor
The mentee sets her own objectives assisted by an Advance preparatory program

THE MENTOR

PROFILE
- Female or male
- Senior business leader, ideally with P&L responsibility
- Usually at C-2 level or more senior
- Ideally without extensive travel schedule
- Willing to share her/his professional and personal experiences
- The mentor is a role model, sounding board, challenger, advisor
- Committed to invest time into the mentoring relationship

RESPONSIBILITIES
The mentor provides constructive feedback
The mentor helps the mentee to actively pursue her goals
The mentor supports her in building a fostering professional network

WHAT’S NEXT

For questions and more information please contact Anne Halbritter, Advance Mentoring Manager
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