



A New Approach for 2011
Letter from EQmentor Founder & CEO, Dr. Izzy Justice

Cornelius, NC, January 11th, 2011 - We are off to a great start here at EQmentor. We spent a great deal of time processing feedback from all our constituents and wanted you to know we have instituted some structure to the annual program that EQmentor offers. We have already received great feedback from our clients and mentees.

As you may know, learning occurs in two ways with the EQmentor Model:

- (1) Goals that Mentor & Mentee set
- (2) Learning Moments that working adults typically face from a day-to-day perspective that are often unpredictable but important nonetheless (*data shows that over 70% of workplace learning occurs here*).

Effective immediately, EQmentor is making a change to the first mode. We are instituting a **4-Module Learning Program**. Each module is approximately 90 days long and lays out the general topics that mentors and mentees will be engaged in. (*Note: our model requires less than 30 minutes/week of engagement*).

Module 1: Leading Yourself (Day 0-90)

Module 2: Leading Others (Day 90-180)

Module 3: Leading your Organization (Day 180-270)

Module 4: Action Learning (Company Challenge – Day 270-360)

See our [Fact Sheet](#) for more information

These four modules are widely accepted in the leadership development world, so there is consistency but more importantly, our model allows for the sustainability and real-time learning that these modules traditionally do not have the opportunity to come to life in a relevant real-life way. We believe the addition of this new structure will achieve the following:

- Add clarity to the 12-month relationship between mentors and mentees
- Allow mentees to focus on specific topics in a sequential manner that ultimately leads to “doing something with it” in Module 4
- Each Module creates a milestone (every 90 days) that allows for a good “stop and check” point
- Enhance the engagement of mentees

This structure is not designed to diminish the current way of interaction or eliminate the processing of capturing unpredictable learning moments. In fact, we believe that it will only enhance that model, as evidenced in the pilot. For example, one of the recommended tools to process in Module 1 (Leading Yourself) is a review of the Assessments. EQ profiles and Personality profiles reveal a great deal and because this is now supposed to occur in the first module, it gives a firm place/time for the mentor to process that with their mentee. In addition, mentees are now more engaged in the EQ Village (peer collaboration forum & knowledge repository), leveraging world-class knowledge and people at their fingertips.

Regards,

Dr. Izzy Justice, CEO

Blog: <http://izzyjustice.wordpress.com>

About EQmentor

EQmentor utilizes a unique and innovative approach to increasing the EQ (emotional intelligence) of working professionals through a non-traditional mentoring process, as well as an on-line community of professional peer collaboration. With custom-built technology, EQmentor is considered the next generation in professional development. EQmentor offers long-term mentoring, when you need it, through a confidential and anonymous mentor relationship. Mentees benefit from a certified mentor in a similar industry or vocation and can access the EQ Village, a collaboration of advice and ideas from working professionals, based on the daily changing needs of the individual. For more information, visit <http://www.eqmentor.com>, or call 704-896-2153. EQmentor is a privately-held company based in North Carolina.

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