

Over the past few years, economic circumstances have forced the most successful of companies to downsize, lay off, or otherwise restructure their workforce.

From an organizational standpoint, this has forced managers and leaders into doing more with less; specifically, striving to meet ever-higher expectations with less and less resources and with no end in sight.

On an employee level, such ongoing stress in their working environment has led to an unprecedented level of fear, disengagement, and dissatisfaction with their jobs.

Retention and Engagement Challenges

- High potential talent is in high demand all the while many functions are becoming obsolete.
- Job-hopping and decreased tenures of experienced talent.
- Concept of job security and nature of loyalty has changed.

Retention Factor #1: Exciting Work/Challenge

People want to achieve their full potential and do excellent work. Thus it is no surprise that exciting and challenging work is not only the number one retention factor, but also the number one engagement factor. Intrinsic motivation for the work that one does has the greatest influence in going above and beyond the transactional nature of most employee to employer relationships. That motivation comes from loving what you do. Action learning projects are a great way to ignite that spark.

Just 26% of employees consider themselves actively engaged in their jobs.

~Gallup Survey

Retention Factor #2: Continuous Leadership Development

For companies to prosper throughout the economic recovery, the talent management strategy must be reinforced by leadership development efforts. But it is often pricey and time-consuming to plan structured career and leadership development programs for all of the contributors to the company. What is needed is an ownership over one's career development, supported by an experienced and helpful guide and resources.

Retention Factor #3: Supportive Management/Great Boss

"This was a huge help! I needed to hear from someone objective. A million thanks! I had this internal battle going on. Thank you for helping me through the struggle."

-EOmentor Mentee

It has been said that people don't leave companies, they leave their managers. Similarly, many employees will recount that the work they have done for their favorite manager surpasses the level of work performance they have done for their least favorite manager. The main contributing factor in that relationship between the manager and his or her staff is emotional intelligence. Emotional intelligence is what drives empathy for their employees' workload as well as the social skills to drive a strategy to fruition.

Mission: to create the perfect learning experience!

EACH SUBSCRIPTION INCLUDES:	ALL MENTEES HAVE ACCESS TO:
<ul style="list-style-type: none"> ◆ Full up-front EQ and Personality Assessment ◆ Certified, custom-matched mentor with a proven track record ◆ Own private & confidential learning room with a mentor ◆ Average of two communications per week with a mentor ◆ Generation of 3-5 action items addressing a Company Challenge ◆ Post Emotional Intelligence Assessment and Growth Report ◆ Full unlimited access for 12 months 	<ul style="list-style-type: none"> ◆ EQ Room – Private and confidential portal for interacting with mentor. ◆ EQ Wisdom – User-generated content such as stories, quotes, presentations, and reviews. ◆ EQ Experience – Collaborate with a global community of peers and mentors across vocations and industries. ◆ EQ Knowledge – Access company profiles, industry trends, articles, or peer-reviewed publications. ◆ EQtoolkit – Over 300 learning and development exercises to supplement learning. ◆ EQideagora – Post an idea or problem and seek to build solutions through collective community feedback. <p style="text-align: right;">...AND MUCH MORE</p>



Extended Learning Model

- Evaluate experiences at the point-of-need
- Learning is relevant
- Self-awareness of patterns



Emotional Safety

- Confidential interactions
- Able to disclose information freely



Outcome-Based Learning

- Experience-based learning
- Impact to business
- Immediate application



Mentoring

- Learn from someone who has walked your path
- Knowledge and wisdom



Multi-Mode Learning

- Active, self-directed learning
- Self, peers, knowledge sources, and mentor

“Better than my MBA!”

“The relationship with my mentor was extraordinary!”

“One of the best resources offered by my institution.”

“I am grateful for this experience.”



“Made me a much better leader.”

“The anonymity really fosters a genuine interaction.”

“Single-handedly the best development option I’ve ever participated in.”

“Exceeds every expectation I had.”



Company Challenge – Impact to Business

In addition to personal and professional growth, EQmentor’s **action learning solution** directly impacts business. Based on the outcome-based learning principle, 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 implementable within 6 months.