



OPENMENTORING[®]

RECYCLE YOUR KNOWLEDGE[™]

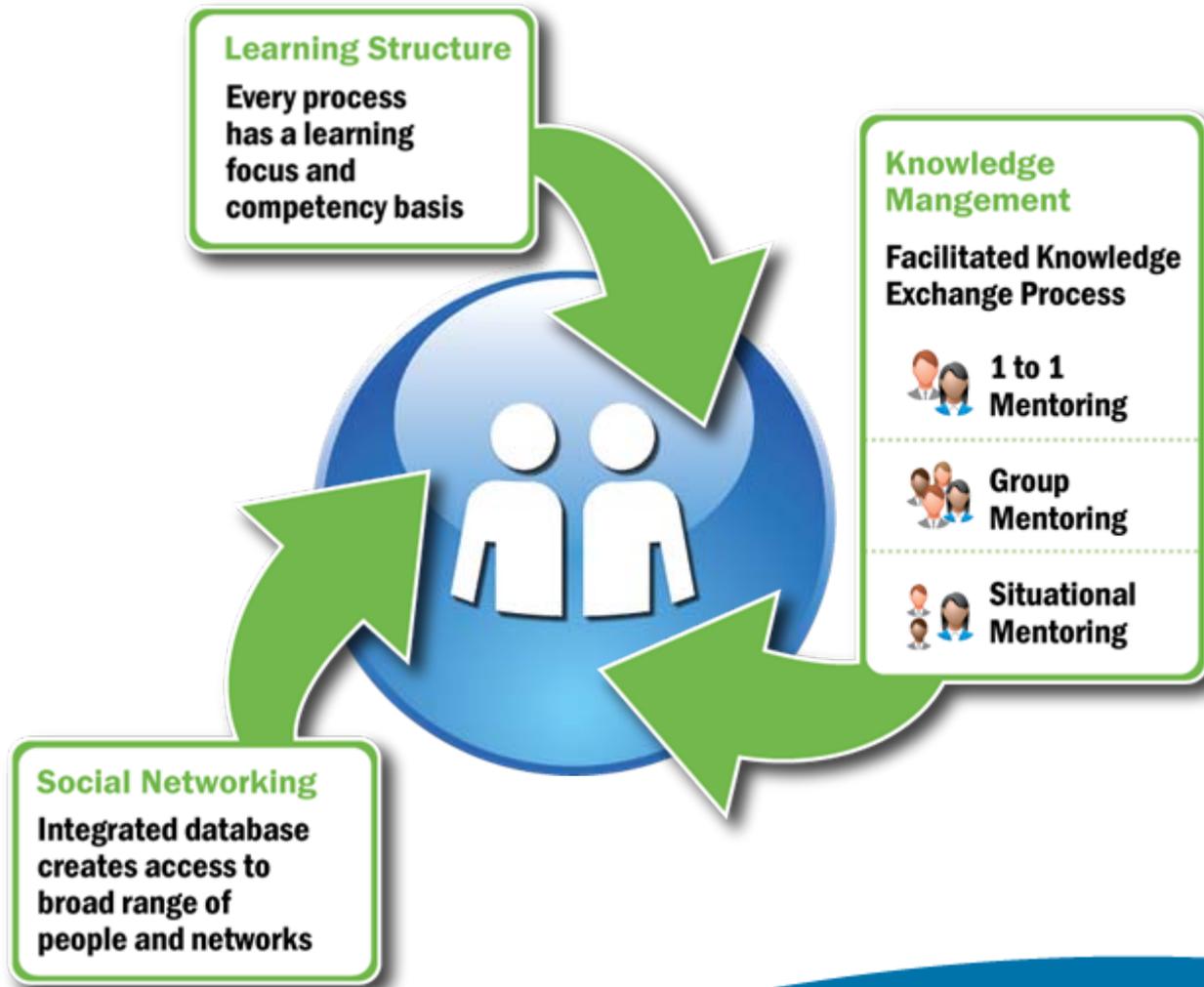


and
Open Mentoring[®]

- Open Mentoring is a social learning management system that supports the three main elements of social learning:
 - 1) *Learning Structure* – Every e-mentoring interaction has a learning focus and competency basis.
 - 2) *Knowledge Management* – A facilitated knowledge exchange process occurs through one-to-one, group, and situational mentoring.
 - 3) *Social Networking* – An integrated database creates access to a broad range of people and networks.
- It allows organizations to match, manage and measure one-to-one, group and situational mentoring relationships built around customized learning projects.
- The solution provides the resources, technology and consulting to create an effective mentoring culture across geographical distances.



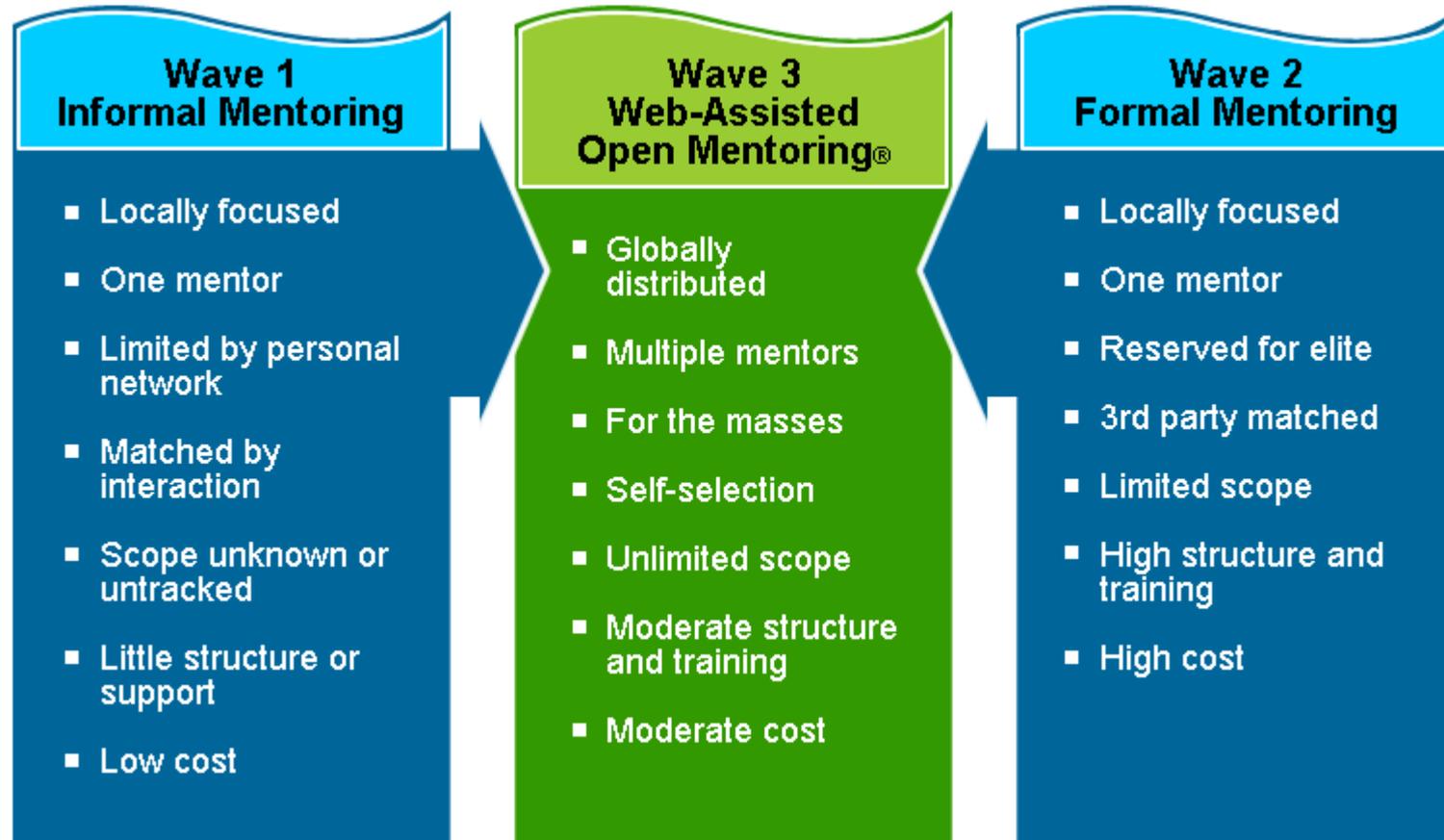
Open Mentoring® A Social Learning Management System





- Develop the right user mindset
- Sustain senior executive support
- Integrate mentoring with other programs
- Expand mentoring momentum
- Measure program progress





Open Mentoring® uses 3 levels of mentoring:

1. Information: Resourcing, Advising, Enlightening

The accountability, intensity, and trust in the relationship are minimal.

2. Skill: Teaching, Coaching, Modeling

The accountability, intensity, and trust in the relationship are moderate.

3. Advocacy: Guiding, Consulting, Sponsoring (typical mentoring)

The accountability, intensity, and trust in the relationship are maximized.



This process also facilitates an opportunity for mentees to develop mentoring relationships outside of their vertical silos.



- Users access the tool through a customized web portal
- Easy to use interface increases adoptability
- Resources and support are available to all users



Font Size:

Home
User Login
What to Expect
Readiness Assessments
Getting Started
Help & Support
Privacy Policy
Administrative Access

How Mentoring Works

Mentoring is a personal enhancement strategy through which one person facilitates the development of another by sharing known resources, expertise, values, skills, perspectives, attitudes and proficiencies. It allows the learner to build skills and knowledge while attaining goals for career development. Conversely, it provides the opportunity for the experienced individual to further enhance his/her skills and knowledge areas by continuously reassessing and building upon those areas.

This web-based mentoring process guides the mentee through assessing his/her development needs, finding a suitable mentor from a dynamic database, and creating a mentoring agreement. It also supports the participants through utilities such as messaging and calendar functions, allowing for collaborative discussions and easy planning and scheduling.

powered by  **Open Mentoring**[®]

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[System Requirements](#)



OPENMENTORING[®]

BY TRIPLE CREEK

1. Mentors and mentees assess areas of expertise and learning goals.

2. Mentees and mentors connect using the robust matching system.

3. Champions and administrators measure progress and outcomes.

Expert Profile

Information | Expert Profile | Learning Profile | Mentor Information | Group Codes | View Bio | Print Bio | Export Bio

Jump to relationship...

General Learning Descriptions

<input type="checkbox"/> Interpersonal Effectiveness	<input type="checkbox"/> Business Acumen
<input checked="" type="checkbox"/> Leverage Diversity	<input type="checkbox"/> Develop Others
<input type="checkbox"/> Build Relationships	<input checked="" type="checkbox"/> Value Creation
<input checked="" type="checkbox"/> Get Results	<input type="checkbox"/> Decision Making
<input checked="" type="checkbox"/> Market Focus	<input checked="" type="checkbox"/> Foster Collaboration
<input type="checkbox"/> Leadership	<input checked="" type="checkbox"/> Think Strategically
<input type="checkbox"/> Be Tactful	<input checked="" type="checkbox"/> Innovation/Creativity
<input checked="" type="checkbox"/> Use Initiative	<input checked="" type="checkbox"/> Cultural Awareness
<input type="checkbox"/> Manage Change	<input type="checkbox"/> Job Orientation
<input type="checkbox"/> Establish Plans	

1.

Learning Profile

Information | Expert Profile | Learning Profile | Mentor Information | Group Codes | View Bio | Print Bio | Export Bio

Jump to relationship...

Identify learning areas that you would like to improve. Mentors will be able to find might be able to help.

General Learning Descriptions

<input type="checkbox"/> Interpersonal Effectiveness	<input type="checkbox"/> Business Acumen	<input type="checkbox"/> Improve
<input type="checkbox"/> Leverage Diversity	<input type="checkbox"/> Develop Others	<input type="checkbox"/> Retain
<input type="checkbox"/> Build Relationships	<input type="checkbox"/> Value Creation	<input type="checkbox"/> Continue
<input type="checkbox"/> Get Results	<input type="checkbox"/> Decision Making	<input type="checkbox"/> Technical
<input type="checkbox"/> Market Focus	<input type="checkbox"/> Foster Collaboration	<input type="checkbox"/> Be a
<input type="checkbox"/> Leadership	<input type="checkbox"/> Think Strategically	<input type="checkbox"/> Financial
<input type="checkbox"/> Be Tactful	<input checked="" type="checkbox"/> Innovation/Creativity	<input checked="" type="checkbox"/> Think
<input checked="" type="checkbox"/> Use Initiative	<input type="checkbox"/> Cultural Awareness	<input type="checkbox"/> Com
<input type="checkbox"/> Manage Change	<input type="checkbox"/> Job Orientation	<input type="checkbox"/> Man
<input type="checkbox"/> Establish Plans		

2.

Budget planning: Identify Potential Mentors

Search Options: Showing mentors who match some of my competencies. Match: all of my choices. Only Show mentors that match my criteria.

Potential Mentors Found:

- Ahmed Feghali** (8:00) Central Time (US and Canada)
 - Matched 4 out of 4 (100%) of your selected competencies.
 - 100% Advocacy
 - Invite
- Chris Browning** (7:00) Mountain Time (US and Canada)
 - Matched 3 out of 4 (75%) of your selected competencies.
 - 75% Advocacy
 - Invite
- Jackie Clark** (5:00) Eastern Time (US and Canada)
 - Matched 3 out of 4 (75%) of your selected competencies.
 - 75% Advocacy
 - Invite
- Randy Emelo** (7:00) Mountain Time (US and Canada)
 - Matched 3 out of 4 (75%) of your selected competencies.
 - 75% Advocacy
 - Invite
- Donna Carvetti** (6:00) Central Time (US and Canada)
 - Matched 2 out of 4 (50%) of your selected competencies.
 - 50% Advocacy
 - Invite
- Jose Ramirez** (6:00) Eastern Time (US and Canada)
 - Matched 2 out of 4 (50%) of your selected competencies.
 - 50% Advocacy
 - Invite

Executive Overview for OM Tour

Total Number of Participants: 208

Mentees 130 (62.5%) | Mentors 125 (60.1%)

Initiated an Agreement: 113 of 130 (86.92%)
 Never Initiated an Agreement: 17 of 130 (13.08%)

Completed Bios: 109 of 125 (87.2%)
 Completed Bios and Active: 108 of 125 (86.4%)
 Mentored at least once: 35 of 125 (28%)
 Never have mentored: 90 of 125 (72%)

Project Status Totals:

Total Number of Mentees: 97
 Total Number of Projects: 138
 Total Number of Groups: 28
 Establish: 34 (24.64%)

Agreement Initiated: 2 (1.45%)
 Agreement Defined: 6 (4.35%)
 Admin Match Requested: 1 (0.72%)
 Invited, Not Responded: 25 (18.12%)

Sustain: 16 (11.59%)
 Closure: Completed/Archived: 88 (63.77%)
 Established: 76 (55.07%)
 Sustain: 4 (2.9%)
 Completed: 8 (5.8%)

3.



- Quickly view all relationships, whether as a mentor or mentee.
- Easily view all archived (past) relationships.
- Based on their role and permissions, mentors and mentees can participate in one-to-one, group or situational relationships.

kconnect™ Building Knowledge Connections

Home Profile Group Codes Discussion Forums Carlotta Gutierrez Logout

Support Font Size

Welcome Carlotta Gutierrez

As a Learner:

- One-to-One** Connect with a Mentor.
- Group** Join a Mentoring Group.
- Situation** Receive Advice on a Situation/Problem

As an Expert:

- One-to-One** Connect with a Mentee
- Group** Lead a Mentoring Group
- Situation** Help Address a Situation/Solve a Problem

Invitations

Leadership Development
You have been invited to be a mentee in a Group.

Marketing to Potential Clients in a Down Economy
You have been invited to be a situational mentor for Steven Anderson.

Show: Active Relationships

Events and Tasks

Wednesday June 24, 2009
12:00 PM June Lunch - Guest Speaker

Learning Resources

- First Three Meetings
- Mentor Characteristics Survey
- Mentee Characteristics Survey
- Newsletters
- Mentee Guide
- Mentor Guide

Career Development

June Lunch - Guest Speaker 05/19/2009 11:31 PM
Article on Global positioning 05/19/2009 11:22 PM

Growing in the Global Economy

June Lunch - Guest Speaker 05/19/2009 11:31 PM
Article on Global positioning 05/19/2009 11:22 PM

Hispanic Business Partners

Regional Hispanic Chamber of Commerce meeting 05/19/2009 11:40 PM
Length of Curren Employment 05/19/2009 11:37 PM
Regional Hispanic Chamber of Commerce meeting 05/19/2009 11:36 PM



Create Your Account Information

Please provide the following information.

First Name:

Last Name:

Email Address:

(i.e. someone@OMTour.com)

Username:

Sorry, that Username is associated with an existing user. Please enter another, or Log In as an existing user.

The User Name must meet the following criteria:

- Use between 1 min. - 20 max. characters.
- Only letters and numbers in your User Name.
- Special characters will not be accepted (e.g., & % \$ @ # *)

Password:

The password must meet the following criteria:

- Only letters and numbers. No special characters (e.g., & % \$ @ # *).
- Use between 1 min. - 50 max. characters.

Confirm Password:

OM Tour

User Group Code: **Need your Group Code? Contact [Support](#)**

Business Unit: Department

Business Unit

Time Zone:

Country:

State/Province:

City:

Primary Phone:

Secondary Phone:
(Optional)

Job Specific Information:

Functional Expertise:
Administration
Communication
Customer Service
Finance

(To select multiple items, hold down the "Ctrl" key and click your selections.)

Job Level:

Years Before OM Tour:

Total Years of Experience:

Job Title:

Diversity Information:

Gender: Male Female No Selection
(Optional)

Ethnicity:
African-American
Asian or Pacific Islander
Caucasian
Hispanic

(To select multiple items, hold down the "Ctrl" key and click your selections.)

Languages:
Efik
English
Estonian
Faeroese

(Please select all languages in which you are fluent)
(Optional)

(To select multiple items, hold down the "Ctrl" key and click your selections.)

Upload Picture:
(Optional)

(.gif, .jpeg, .jpg file formats only)

Please Note: For security purposes, your session will time out after 60 minutes unless you click the "Submit" button.

[Troubleshooting](#)



- Open Mentoring is configured with client competencies.
- Mentors identify their areas of strength.
- Mentees identify their areas of learning need.
- Open Mentoring uses these selections to suggest the best match for a mentee.

[Support](#) | | Font Size:

Learning Profile

Identify learning areas that you would like to improve. Mentors will be able to find you when they are looking for people that they might be able to help.

General Learning Descriptions

<input checked="" type="checkbox"/> Interpersonal Effectiveness	<input checked="" type="checkbox"/> Business Acumen	<input checked="" type="checkbox"/> Improve Processes
<input type="checkbox"/> Leverage Diversity	<input type="checkbox"/> Develop Others	<input checked="" type="checkbox"/> Retain Talent
<input type="checkbox"/> Build Relationships	<input type="checkbox"/> Value Creation	<input checked="" type="checkbox"/> Continuous Learning
<input type="checkbox"/> Get Results	<input type="checkbox"/> Decision Making	<input type="checkbox"/> Technical Expertise
<input type="checkbox"/> Market Focus	<input type="checkbox"/> Foster Collaboration	<input type="checkbox"/> Be a Team Player
<input type="checkbox"/> Leadership	<input type="checkbox"/> Think Strategically	<input checked="" type="checkbox"/> Financial Acumen
<input type="checkbox"/> Be Tactful	<input type="checkbox"/> Innovation/Creativity	<input type="checkbox"/> Think Innovatively
<input type="checkbox"/> Use Initiative	<input type="checkbox"/> Cultural Awareness	<input type="checkbox"/> Communicate Better
<input type="checkbox"/> Manage Change	<input type="checkbox"/> Job Orientation	<input type="checkbox"/> Manage Technology
<input type="checkbox"/> Establish Plans		

[Information](#)

[Expert Profile](#)

[Learning Profile](#)

[Mentor Information](#)

[Group Codes](#)

[View Bio](#)

[Print Bio](#)

[Export Bio](#)

Jump to relationship...

Budget planning: Identify Potential Mentors

Support | Font Size

Search Options:

Showing mentors who match **some** of my competencies. Search mentors by...

Match **all** of my choices. Only Show mentors that match my criteria. **Search Again** **Reset**

Potential Mentors Found:

Ahmed Feghali (8:00) Central Time (US and Canada)
Matched 4 out of 4 (100%) of your selected competencies. **100%** Advocacy **Invite**
Financial Acumen Business Acumen
Think Strategically Establish Plans

Chris Browning (7:00) Mountain Time (US and Canada)
Matched 3 out of 4 (75%) of your selected competencies. **75%** Advocacy **Invite**
Establish Plans Business Acumen
Think Strategically

Jackie Clark (5:00) Eastern Time (US and Canada)
Matched 3 out of 4 (75%) of your selected competencies. **75%** Advocacy **Invite**
Financial Acumen Establish Plans
Think Strategically

Randy Emelo (7:00) Mountain Time (US and Canada)
Matched 3 out of 4 (75%) of your selected competencies. **75%** Advocacy **Invite**
Establish Plans Think Strategically
Financial Acumen

Donna Carvetti (8:00) Central Time (US and Canada)
Matched 2 out of 4 (50%) of your selected competencies. **50%** Advocacy **Invite**
Think Strategically Business Acumen

Jose Ramirez (5:00) Eastern Time (US and Canada)
Matched 2 out of 4 (50%) of your selected competencies. **50%** Advocacy **Invite**
Think Strategically Financial Acumen

Search for Learning Descriptions:

General Learning Descriptions

Interpersonal Effectiveness
 Business Acumen
 Improve Processes
 Leverage Diversity
 Develop Others
 Retain Talent
 Build Relationships
 Value Creation
 Continuous Learning
 Get Results
 Decision Making
 Technical Expertise

Search Again **Reset**

Or you may go back and: **Modify My Agreement**

Self-Select Matching Feature

- Provides mentees with a pre-qualified list of mentors
- Allows mentees to further sort mentors based on specific criteria
- Saves administrators time and resources compared to hand-matching



- Provides mentors with a list of mentees that they may be best suited to help
- Allows mentors to further sort on mentees based on specific criteria
- Mentors can then invite a mentee who they would like to work with

Identify a Potential Mentee

Search Options:

Showing mentees who match of my competencies . Search mentees by...

Match of my choices. Only Show mentees that match my criteria.

Potential Relationships Found:

Orientation to company - Donna Carveti

(-6:00) Central Time (US and Canada)

Matched 4 out of 4 (100%) of your selected competencies.

Goals:
I will have a complete understanding of the following areas...

100%
Skill

Networking - Katherine Cho

(-8:00) Pacific Time (US and Canada); Tijuana

Matched 4 out of 4 (100%) of your selected competencies.

Goals:
I will have a complete understanding of the following areas...

100%
Skill

Crucial Conversations - Jackie Clark

(-5:00) Eastern Time (US and Canada)

Matched 4 out of 4 (100%) of your selected competencies.

Goals:
I will have a complete understanding of the following areas...

100%
Skill

Search for Learning Descriptions:

General Learning Descriptions

- Interpersonal Effectiveness
- Business Acumen
- Improve Processes
- Leverage Diversity
- Develop Others
- Retain Talent
- Build Relationships
- Value Creation
- Continuous Learning
- Get Results
- Decision Making
- Technical Expertise



- Administrators can match mentors and mentees by program.
- Administrators can sort potential mentors by various criteria to find the best match.
- Matching can be done all at once, or over a period of time.

Ming, Lisa (project:Executive Development Group: XYZ Mentees)

Project Goals Mentee Profile Request Details

- ✓ Build Relationships
- ✓ Get Results
- ✓ Think Strategically
- ✓ Manage Change
- ✓ Decision Making

I will have a complete understanding of:
The various degrees of leadership in the organization.

I will be able to:

Select a Mentor (★ - over mentee cap)

Mentor Name	Match	Level	Group	Business Unit	City	State	Dist. (mi)	Avail.	Curr.	Cap	Pend.
Woo, Ken	67%	Advocacy	Mentor Demo	Corp Finance - CORPORA...	Dallas	Texas	1479.7	8	0	10	2
Danson, Todd	56%	Advocacy	Mentor Demo	Legal Group - GOVMNT R...	Des Moines	Iowa	1545.3	7	1	10	2
Mayfield, Doris	56%	Advocacy	Mentor Demo	Corporate HR - TALENT M...	New York	New York	2563.7	9	1	10	0
Garfield, Stan *	67%	Skill	Mentor Demo	Corp Finance - TREASUR...	San Diego	California	458.1	0	0	1	1

Hold this Match

Cancel Email View Bio Assign Invite



The screenshot displays the kconnect web application interface. The top navigation bar includes 'Home', 'Profile', 'Group Codes', and 'Discussion Forums'. The user is logged in as 'Donna Carvetti'. The main content area is divided into two sections:

- Available Groups:** Lists several groups with descriptions and 'More Information' links:
 - Leadership Development:** Description: This group is intended to promote leadership development among our management level staff.
 - Managing in a Down Economy:** Description: This group is focused on helping leaders navigate through the recession and the challenges that exist in this environment.
 - Growing in the Global Economy:** Description: This is a group where global leaders can expand and growing in the global economy.
 - Project Risk Management:** Description: Identify what project risk management is upon experience.
 - Hispanic Business Partners:** Description: This is a networking group for those lead background.
- Group Search:** A search box with a 'Search' button and a list of 'General Learning Descriptions' including:
 - Interpersonal Effectiveness
 - Business Acumen
 - Improve Processes
 - Leverage Diversity
 - Develop Others

The second screenshot shows the 'Managing in a Down Economy: Inbox' for the user. It features a navigation menu (Purpose, Discussions, Journal, Members, Documents) and a list of messages:

- Welcome to the Group:** 05/19/2009 5:09 PM. From: Chris Browning. Welcome to the Managing in a Down Economy group. Given what everyone is going through, we hope this will provide good thoughts and advice for those of us who are struggling with the current economic situation. Please view the Discussion page for current topics.
- Percentage of budget cuts:** 05/19/2009 4:57 PM. From: Walter Reynolds. How much was your budget reduced from the past year (percentage)?
- Creative ways to manage shrinking budgets:** 05/19/2009 1:49 PM. From: Randy Emeko. Does anyone have any creative ideas for managing our shrinking budgets? I came across the following article and thought it had some good ideas. I was wondering if any of you have additional ideas or thoughts to add to this.
- Monthly Meeting:** 05/19/2009 1:42 PM. From: Randy Emeko. It is time for our June Monthly meeting. As noted last month, please bring budget overview for each of your areas as we will have an expert walk us through cost-savings tips during this type of economy. Also, please read the following article as we will be discussing it during the meeting as well.

- Administrators can invite or assign people to participate in a group
- Group home page shows recent messages posted, tasks added, and new documents uploaded
- Group participants can see any messages, attachments and polls in the Messaging area
- Calendar items may include meetings, events and tasks



New Group Setup

i Use the form below to start your new group or select an existing group to duplicate the settings from.

Group Name: *

Group goals and objectives: ABC *

Characters remaining:

Criteria for Participation: ABC *

Characters remaining:

Enrollment Type: Invitation Only *
 Open to all (Join Automatically)
 Restricted (Must request to join)

Enrollment Period: Users may join any time *
 User may only join in a set period

Group Code:

Available to Group:

[Support](#) Font Size:

New Group Setup

i Enter group settings

Enrollment Start Date: *

Maximum number of Group Members: *

Meeting Type: Physical Virtual *

Physical Location:

i Communication defaults for the meeting events

Virtual Location URL:

Call In Number: > Country <

Alternative Call In Number 1: > Country <

Alternative Call In Number 2: > Country <

Alternative Call In Number 3: > Country <

Alternative Call In Number 4: > Country <

[Add Additional Phone](#)

Moderator Code:

Participant Code:

i Additional Resources

ABC

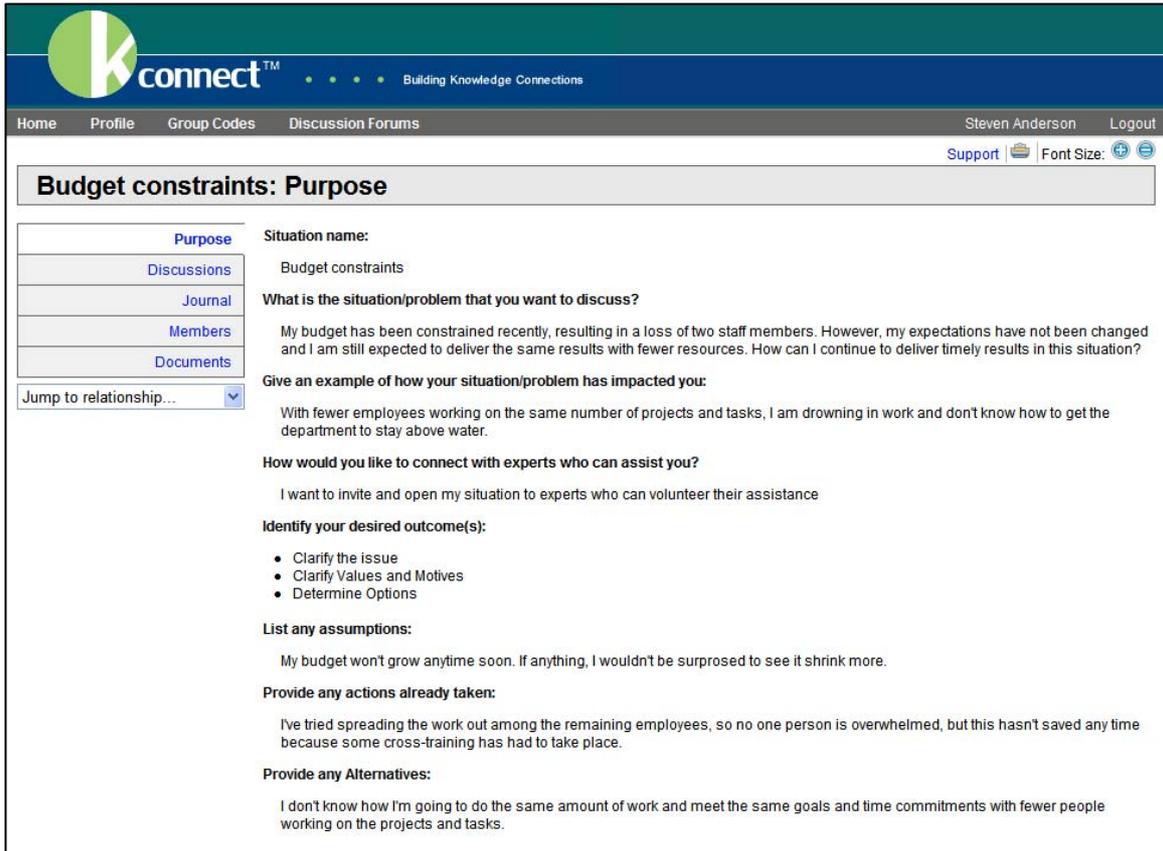
Characters remaining:

i Select between 1 and 5 learning descriptions below to help users find your new group

General Learning Descriptions

<input type="checkbox"/> Interpersonal Effectiveness	<input type="checkbox"/> Business Acumen	<input type="checkbox"/> Improve Processes
<input type="checkbox"/> Leverage Diversity	<input type="checkbox"/> Develop Others	<input type="checkbox"/> Retain Talent
<input type="checkbox"/> Build Relationships	<input type="checkbox"/> Value Creation	<input type="checkbox"/> Continuous Learning
<input type="checkbox"/> Get Results	<input type="checkbox"/> Decision Making	<input type="checkbox"/> Technical Expertise
<input type="checkbox"/> Market Focus	<input type="checkbox"/> Foster Collaboration	<input type="checkbox"/> Be a Team Player
<input type="checkbox"/> Leadership	<input type="checkbox"/> Think Strategically	<input type="checkbox"/> Financial Acumen





The screenshot shows the Kconnect website interface. The header includes the Kconnect logo and the tagline 'Building Knowledge Connections'. Navigation links for Home, Profile, Group Codes, and Discussion Forums are visible. The user 'Steven Anderson' is logged in. The main content area displays a post titled 'Budget constraints: Purpose' with a sidebar menu containing Purpose, Discussions, Journal, Members, and Documents. The post content includes sections for Situation name, What is the situation/problem that you want to discuss?, Give an example of how your situation/problem has impacted you?, How would you like to connect with experts who can assist you?, Identify your desired outcome(s), List any assumptions, Provide any actions already taken, and Provide any Alternatives.

Budget constraints: Purpose

Purpose

Situation name:
Budget constraints

What is the situation/problem that you want to discuss?
My budget has been constrained recently, resulting in a loss of two staff members. However, my expectations have not been changed and I am still expected to deliver the same results with fewer resources. How can I continue to deliver timely results in this situation?

Give an example of how your situation/problem has impacted you:
With fewer employees working on the same number of projects and tasks, I am drowning in work and don't know how to get the department to stay above water.

How would you like to connect with experts who can assist you?
I want to invite and open my situation to experts who can volunteer their assistance

Identify your desired outcome(s):

- Clarify the issue
- Clarify Values and Motives
- Determine Options

List any assumptions:
My budget won't grow anytime soon. If anything, I wouldn't be surprised to see it shrink more.

Provide any actions already taken:
I've tried spreading the work out among the remaining employees, so no one person is overwhelmed, but this hasn't saved any time because some cross-training has had to take place.

Provide any Alternatives:
I don't know how I'm going to do the same amount of work and meet the same goals and time commitments with fewer people working on the projects and tasks.

- Situational mentoring guides users through the process of framing up a specific issue, problem or decision in a way that identifies the desired outcomes.
- Learners can search the database and find one or more people who have expertise in that area and would want to join them in a collaborative learning project.
- Experts can search available situations and offer their expertise.
- A robust set of collaborative tools within provides a platform for interaction and learning.



Support  Font Size: 

New Situation Setup

 Frame up your situation

What is the situation/problem that you want to discuss?: 

Provide a concise sentence that describes your main concern or dilemma. It should start with: "How do I ...?"

Characters remaining:

Give an example of how your situation/problem has impacted you: 

This may include key factors, stakeholders, and critical events.

Characters remaining:

How would you like to connect with experts who can assist you?:

- I only want to connect with experts that I invite
- I want to invite and open my situation to experts who can volunteer their assistance

Identify your desired outcome(s). Please select all that apply:

- Clarify the issue
- Clarify Values and Motives
- Determine Options
- Reach a Final Decision

Describe other desired outcome: 

Characters remaining:

 Select between 1 and 5 areas of learning that you anticipate will result from addressing this issue/situation.

General Learning Descriptions

- | | | |
|------------------------------------------------------|------------------------------------------|----------------------------------------------|
| <input type="checkbox"/> Interpersonal Effectiveness | <input type="checkbox"/> Business Acumen | <input type="checkbox"/> Improve Processes |
| <input type="checkbox"/> Leverage Diversity | <input type="checkbox"/> Develop Others | <input type="checkbox"/> Retain Talent |
| <input type="checkbox"/> Build Relationships | <input type="checkbox"/> Value Creation | <input type="checkbox"/> Continuous Learning |

Motivating Employees:

Support  Font Size: 

 Please review the following optional entry fields to be used to provide additional information on your situation/problem.

List any assumptions: 

What assumptions are you making about yourself, others, or the outcomes?

Characters remaining:

Provide any actions already taken: 

What have you tried so far to understand or address the issue?

Characters remaining:

Provide any Alternatives: 

Detail all the possible actions you could take to resolve the issue?

Characters remaining:

Finish



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BY TRIPLE CREEK

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Forums

[Onboarding](#)

New employees need a resource to guide them through the first few months. This is a discussion area intended to provide that assistance for those in our onboarding group.

[New Managers and Supervisors](#)

This forum is for those employees who have recently become a new Manager or Supervisor. Please read over the discussion items as they may hold answers to questions you haven't even asked yet. Welcome to your new role!

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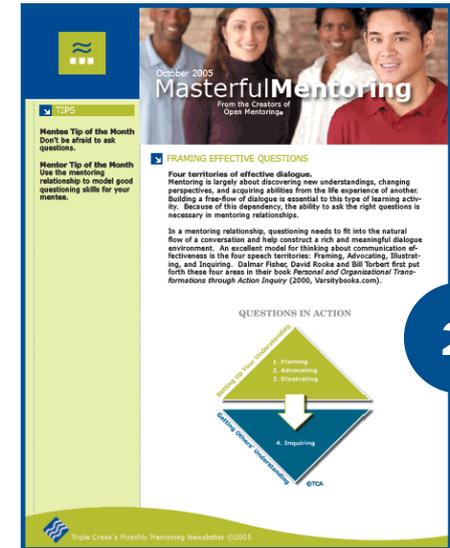
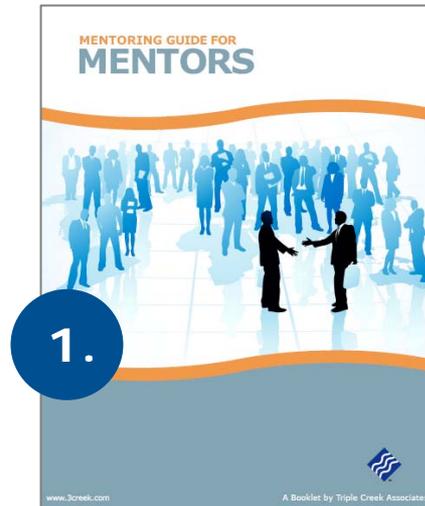
BY TRIPLE CREEK

Each client has a customized learning library which can include:

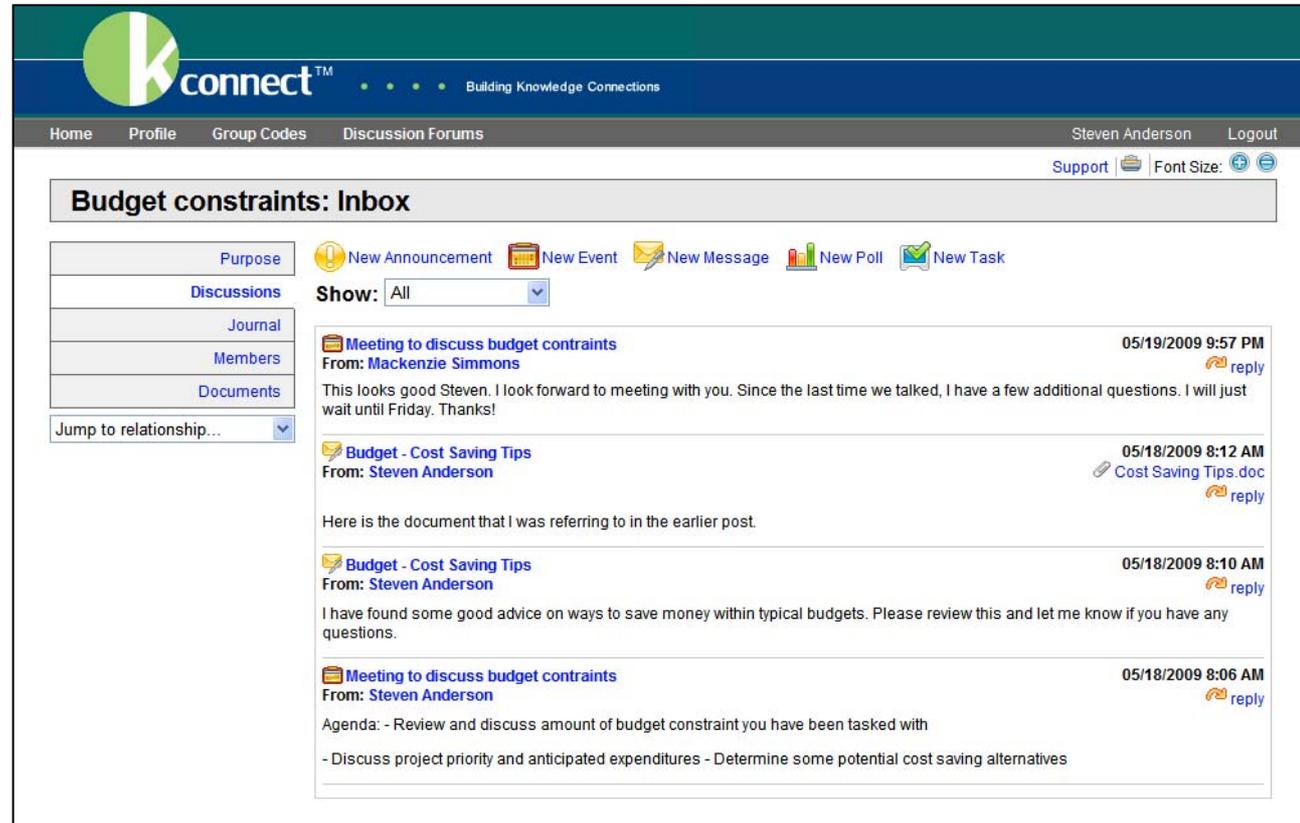
1. Downloadable self-paced workbooks for mentees and mentors
2. Topical monthly newsletters
3. A link to computer-based training

You can use Triple Creek's mentoring resources and include your own.

Just-in-time help windows are also available within Open Mentoring.



- Open Mentoring includes tools to help sustain the mentoring relationships including a mentoring agreement, document sharing and a personal journal.
- Mentors and mentees can interact via a threaded discussion platform and shared calendar.



The screenshot displays the 'kconnect' web application interface. The header features the 'kconnect' logo and the tagline 'Building Knowledge Connections'. Navigation links include Home, Profile, Group Codes, Discussion Forums, Steven Anderson, and Logout. A 'Support' link and 'Font Size' controls are also visible.

The main content area is titled 'Budget constraints: Inbox'. It includes a sidebar with tabs for Purpose, Discussions, Journal, Members, and Documents, along with a 'Jump to relationship...' dropdown. The inbox shows a list of messages:

- New Announcement**, **New Event**, **New Message**, **New Poll**, **New Task**
- Show:** All
- Meeting to discuss budget constraints**
From: Mackenzie Simmons
05/19/2009 9:57 PM
This looks good Steven. I look forward to meeting with you. Since the last time we talked, I have a few additional questions. I will just wait until Friday. Thanks!
- Budget - Cost Saving Tips**
From: Steven Anderson
05/18/2009 8:12 AM
Here is the document that I was referring to in the earlier post.
- Budget - Cost Saving Tips**
From: Steven Anderson
05/18/2009 8:10 AM
I have found some good advice on ways to save money within typical budgets. Please review this and let me know if you have any questions.
- Meeting to discuss budget constraints**
From: Steven Anderson
05/18/2009 8:06 AM
Agenda: - Review and discuss amount of budget constraint you have been tasked with
- Discuss project priority and anticipated expenditures - Determine some potential cost saving alternatives



Participants can determine if they are ready for a mentoring relationship

Effective Characteristics	Always				Never
	1	2	3	4	5
1. Goal-Oriented	1	2	3	4	5
2. Seek Challenges	1	2	3	4	5
3. Take Initiative	1	2	3	4	5
4. Show Eagerness to Learn	1	2	3	4	5
5. Accept Personal Responsibility	1	2	3	4	5

Ineffective Characteristics	Always				Never
	1	2	3	4	5
1. Too Self-Promoting	1	2	3	4	5
2. Too Busy	1	2	3	4	5
3. Lack Passion for Others' (Mentor's) Area of Expertise	1	2	3	4	5
4. Lack Focus	1	2	3	4	5
5. Overly Dependent	1	2	3	4	5

Based on this evaluation, are you ready to become a mentee? If not, what would need to be done in order to get ready?

Effective Characteristics	Always				Never
	1	2	3	4	5
1. Spot the Potential & Believe in Others	1	2	3	4	5
2. A Networked & Resourceful Guide	1	2	3	4	5
3. Display Patience and Tolerance	1	2	3	4	5
4. Give Encouragement	1	2	3	4	5
5. See the Big Picture	1	2	3	4	5

Ineffective Characteristics	Always				Never
	1	2	3	4	5
1. Too Busy to Mentor	1	2	3	4	5
2. Use the Mentee as Help	1	2	3	4	5
3. Overly Critical	1	2	3	4	5
4. Not with the Times	1	2	3	4	5
5. Ego Striving	1	2	3	4	5

Based on this evaluation, are you ready to become a mentor? If not, what would need to be done in order to get ready?

Assessments help with self-reflection and mentor/mentee preparedness



- **Executive Support**

Our strategic support staff works with senior level executives to create and promote the mentoring vision within your organization.

- **Strategic Support**

We team with systems and process experts to ensure the successful implementation, rollout and ongoing expansion of Open Mentoring.

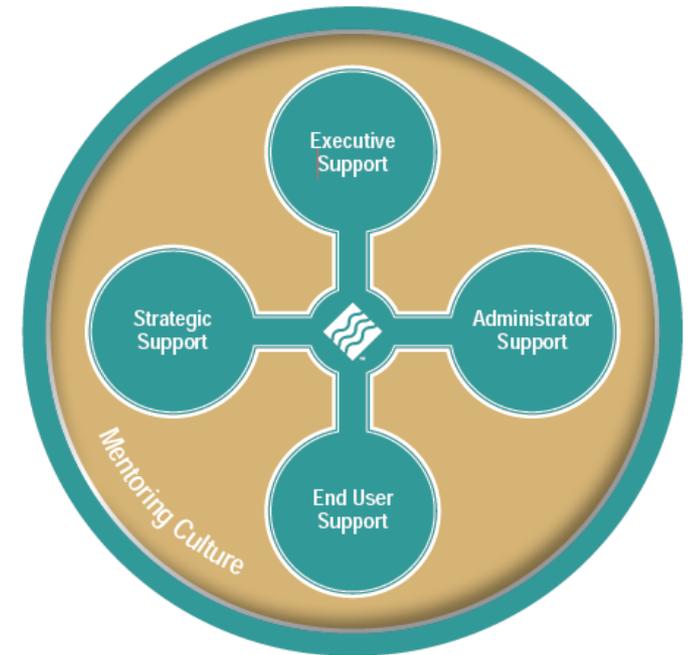
- **Administrator Support**

We work with internal administrators who assist with promotion and recruitment activities, as well as interact with the system on a regular basis to run and analyze reports and manage mentor/mentee groups.

- **End User Support**

Our strategic support staff provides relational advice for mentors and mentees who use Open Mentoring for workforce development.

How We SUPPORT YOU



OPENMENTORING[®]

BY TRIPLE CREEK

- Allows for multiple sub-programs without the need for additional websites
- Significantly decreases overall staff (or staff time) required to manage the programs
- Offers a flexible and scalable solution that can meet the needs of multiple initiatives or business groups

Open Mentoring Administration Logged in as: Laura Francis

Home Reports Manage Emails Discussion TCA Tools Log Out

Administer Mentee Groups for OM Tour

[Add Mentee Group](#) [View All Mentees](#) [View Mentor Groups](#)

3 Records Found

Code	Group Name	Limit	#	Assoc. Mentor Groups	Edit	Members
789366	Company-wide Mentees	4000	2500	Company-wide Mentors	Edit	Members
815897	Top Talent High Potentials	50	50	Top Talent Mentors	Edit	Members
250652	Zurich Mentees	250	36	Zurich Mentors	Edit	Members



Administrators create and manage new user recruitment campaigns

- Create your own custom Asset pages as marketing tools.
- Track the effectiveness of your targeted messages.
- Spend more time and energy on strategic planning activities with targeted recruiting efforts.

Prospecting Tool - Manage Campaigns
Triple Creek Associates

Upcoming Campaigns

[GO →](#) Start a new campaign

Mentee Recruitment -- Created 11/10/05 by Laura Francis
[Edit Campaign](#)

[EDIT AUDIENCE](#) [ADD MESSAGE](#) [PAUSE LAUNCH](#) **III** This Campaign is **SCHEDULED FOR LAUNCH**.

Scheduled Date	Subject	Test Email	Edit Email	Asset	Reporting
11/21/05	Calling All Mentees!	RESEND	EDIT	PREVIEW	
11/28/05	Sign Up Today as a Mentee	RESEND	EDIT	PREVIEW	
12/05/05	Don't Let Mentoring Pass You By	RESEND	EDIT	PREVIEW	

Past Campaigns

Mentor Recruitment -- Created 10/01/05 by Laura Francis
[Edit Campaign](#)

[VIEW AUDIENCE](#) [ADD MESSAGE](#) [LAUNCH COMPLETE](#) **✓** This Campaign has been **LAUNCHED**.

Scheduled Date	Subject	Test Email	Edit Email	Asset	Reporting

Links

- [Home](#)
- [Sign Up](#)
- [About McD Mentoring](#)
- [People Principles](#)
- [Leadership Links](#)

BUILDING THE FUTURE WITH McD MENTORING

Our success as a business depends on the people who work "under the Arches." Our McD Mentoring program helps individuals succeed and helps bring our People Principles to life.

Mentoring relationships give experts like you the opportunity to become mentors to others at McDonald's, expanding your impact to not just individuals but to the organization as a whole.

You can make a difference in the life of a colleague and in the success of the organization. There are many who are seeking the wisdom and understanding that you have. Your expertise is needed to help make our mentoring program successful!

Participating is easy! Sign up today as a mentor and help spread the word about why so many are lovin' it here at McDonald's.

Did you know that more than forty percent of our worldwide top management team started as crew members?

Prospecting Tool - Campaign Reports

Triple Creek Associates

Campaign Reports

Campaign Name: **Demo Mentor Sign Up**
From Name: **Derek Trenda**
From Email Name: **dtrenda@3creek.com**

All Messages

 [Return to Manage Campaigns](#)

Email Content Launched: 03/03/2009 (subject: Please sign up to be a mentor!) (type: Asset Page)

Delivery Metrics

Audience Total	Email Dispatched	Error Email	Total Bounces
1	1	0	0

User Conversion

OM Adoption
0

Email Content Launched: 03/03/2009 (subject: Reminder - Please sign up to be a mentor!) (type: Asset Page)

Delivery Metrics

Audience Total	Email Dispatched	Error Email	Total Bounces
1	1	0	0

User Conversion

OM Adoption
0

Email Content Launched: 03/03/2009 (subject: Reminder - Please sign up to be a mentor!) (type: Asset Page)

Delivery Metrics

Audience Total	Email Dispatched	Error Email	Total Bounces
1	1	0	0

User Conversion

OM Adoption
0



OPENMENTORING

BY TRIPLE CREEK

Open Mentoring[®] Administration: Survey Tool

27

- Administrators create and manage participant surveys.
- They can use survey templates or customize their own.
- They can track results through the tool's reporting area.
- The tool allows administrators to focus attention on what questions to ask, what population to survey, when best to survey users, etc.

Survey Builder - Manage Campaigns
Triple Creek Associates

Upcoming Campaigns

[GO →](#) Create/edit a survey to get started

Mentor Satisfaction Survey -- Created 11/10/05 by Laura Francis
[Edit Campaign](#)

[EDIT AUDIENCE](#) [ADD MESSAGE](#) [VIEW SURVEY](#) [PAUSE LAUNCH](#) This Survey is **SCHEDULED FOR LAUNCH**.

Scheduled Date	Subject	Test Email	Edit Email	Reporting
11/11/05	Mentoring Program Survey	RESEND	EDIT	Reporting

Past Surveys

Mentee Satisfaction Survey -- Created 11/01/05 by Laura Francis
[Edit Campaign](#)

[VIEW AUDIENCE](#) [VIEW SURVEY](#) [REPORTING](#) [VIEW](#)

Survey Builder - Reporting
Triple Creek Associates

Campaign Reports

Campaign Name: Mentee Satisfaction Survey
From Name: Mentoring Administrators
From Email Name: mentoring@3creek.com

All Survey Responses [Return to Manage Campaigns](#)

Current View: All Survey Responses
Showing Survey(s): 10 of 10

1. Please rate how effective the mentoring program was in helping you achieve your goals.

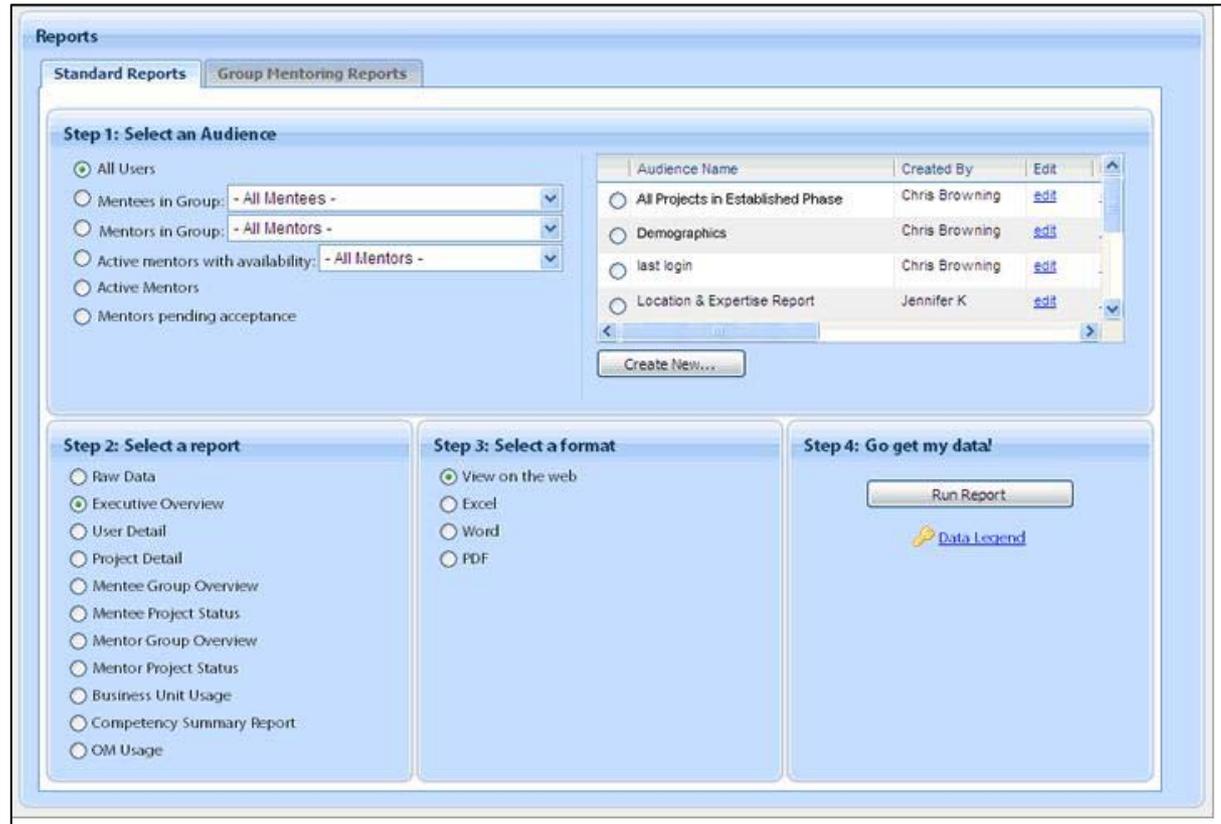
Rating	Scale	Responses	%	Chart	Avg. Rating
Very Effective	3	6	60.00 %		2.60
Somewhat Effective	2	4	40.00 %		
Not Effective	1	0	0.00 %		

2. Please rate how satisfied you were with your mentoring partner.

Rating	Scale	Responses	%	Chart	Avg. Rating
Very Satisfied	5	3	30.00 %		4.20
Satisfied	4	6	60.00 %		
Neither Satisfied/Dissatisfied	3	1	10.00 %		
Dissatisfied	2	0	0.00 %		
Very Dissatisfied	1	0	0.00 %		



- Administrators can access a suite of standard reports or customize their own.
- Reports help track and monitor effectiveness of the mentoring program.
- The reports reduce the administrative burden associated with manually gathering and aggregating quality and usage metrics.



Competency Summary Report

This report provides high-level statistics of the various competencies users have selected in the Open Mentoring® Application.

[Create New Subset Query](#)

Filter Report With:

Competency	# Mentee Projects	# Mentees	# Mentors
Global Competencies			
Use Initiative	104	47	79
Continuous Learning	77	49	77
Market Focus	37	28	35
Interpersonal Effectiveness	34	26	57
Think Innovatively	93	50	73
Leadership	96	56	82
Be a Team Player	55	31	66
Value Creation	32	20	43
General Learning Descriptions			
Build Relationships	103	58	88
Get Results	73	43	63
Develop Others	38	27	71
Think Strategically	37	30	48
Financial Acumen	73	35	48
Manage Change	82	43	74
Technical Expertise	41	25	41
Improve Processes	27	18	57

Mentee Project Status - Totals:

Total Number of Mentees: 97
 Total Number of Projects: 138
 Total Number of Groups: 28
 Establish: 34 (24.64%)
 Agreement Initiated: 2 (1.45%)
 Agreement Defined: 6 (4.35%)
 Admin Match Requested: 1 (0.72%)

OM Tour

- Establish - Agreement Initiated: 2
- Establish - Agreement Defined: 6
- Establish - Admin Match Requested: 1
- Establish - Invited, Not Responded: 25
- Sustain: 16
- Archived - Established: 76
- Archived - Sustain: 4
- Completed: 8

Executive Overview for OM Tour

Total Number of Participants: 208

Mentees: 130 (62.5%)

Mentors: 125 (60.1%)

Write in Mentors: 6

Initiated an Agreement: 113 of 130 (86.92%)
 Never Initiated an Agreement: 17 of 130 (13.08%)

Completed Bios: 109 of 125 (87.2%)
 Completed Bios and Active: 108 of 125 (86.4%)
 Mentored at least once: 35 of 125 (28%)
 Never have mentored: 90 of 125 (72%)

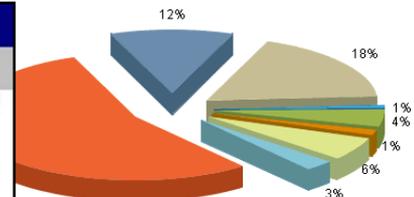
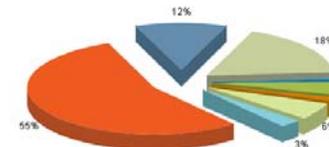
Mentee Groups: 43

Mentor Groups: 39

Project Status Totals:

Total Number of Mentees: 97
 Total Number of Projects: 138
 Total Number of Groups: 28
 Establish: 34 (24.64%)
 Agreement Initiated: 2 (1.45%)
 Agreement Defined: 6 (4.35%)
 Admin Match Requested: 1 (0.72%)
 Invited, Not Responded: 25 (18.12%)
 Sustain: 16 (11.59%)
 Closure:
 Completed/Archived: 88 (63.77%)
 Established: 76 (55.07%)
 Sustain: 4 (2.9%)
 Completed: 8 (5.8%)

- Establish - Agreement Initiated: 2
- Establish - Agreement Defined: 6
- Establish - Admin Match Requested: 1
- Establish - Invited, Not Responded: 25
- Sustain: 16
- Archived - Established: 76
- Archived - Sustain: 4
- Completed: 8



Notifications

- Emails prompt users to complete required activities
- They increase relational accountability and mentoring effectiveness for all users

Encouragements

- Emails encourage users to complete key activities
- They decrease the need for follow-up activities by administrators and increase overall utilization of the application

Subject: Invitation to Open Mentoring® from: Tamara Jackson
To: Doris Mayfield
From: Open Mentoring® Administrators

Dear Doris,

You have been invited to be Tamara Jackson's mentor for project: **1st Development.**

To view and respond to the invitation, please use this [Project Link](#) to log in. Once in the project, please provide feedback on the five sections of the agreement.

Regards,
Open Mentoring® Administrators

This is an automated message. Please do not reply to it. Contact your mentoring partner or the system administrator via the program.

Customizable

- Emails may be customized including company specific language and contact information



Contact User Support
Please use the form below to contact us.

Your Name: Carlotta Gutierrez
Your Email: Carlotta@3creekQA.com

Short Summary 

Your Question 

Send My Question!

Short Summary: Please type a Short Summary of your question (60 characters or less). This will help us get to the root of your question right away.

For example: "I cannot login to the system using the group code provided." [\[top\]](#)

Your Question: Please type a detailed question for User Support in the space provided. Be sure to let us know what you were trying to do in Open Mentoring® when you experienced difficulty (*if applicable*). The more information we have from you, the more quickly we can resolve your problem. Use as much space as necessary. [\[top\]](#)

- Triple Creek provides unlimited end-user support.
- Our experts can be the first point of contact for all technical and relational questions.
- We create an Escalation Policy with you, so you control how your end-user questions are handled.



- Open Mentoring includes an online community aimed at bringing organizations together to share experiences, learning and knowledge around mentoring, coaching and expert knowledge sharing programs.
- This community offers a venue for administrators from myriad organizations to find one another, discuss common problems and ideas for solutions, share best practices and success stories, and support one another through their common experiences and innate understandings.



- Open Mentoring® is scalable for global mentoring programs.
- Current clients have users in 54 different countries on 6 continents.
- Administration can be done from one central location or by global region.



	Percentage of Clients Using Initiative
Creating a Mentoring Culture	80%
Skill Development	77%
Leadership Development	67%
Diversity Initiatives	63%
Retention	63%
Distance Mentoring	60%
Career Management	57%
High-Potential Development	50%
Employee Morale	47%
Workforce Development	47%
Voluntary Participation	47%
Talent Management	43%
Connecting Departments/Divisions (Cross Silos)	40%
Knowledge Management	40%
Sharing Best Practices	37%
Performance Management	37%
Executive Development	33%
Global Mentoring	30%
Improving Productivity	30%
Large, Enterprise-wide usage	27%
Onboarding/New-Hire	23%
Training Follow-up	20%
Succession Planning	20%
Mentoring w/Intact Work Groups	17%
Transitional Orientations	10%

*September 2005 TCA client survey



- Founded in 1994 with a focus on organizational development and integrated solutions
- Released Open Mentoring® in 2000
- Triple Creek has more than 100 clients in 52 different industries
 - 56 clients are Fortune 1000® or Global 500®
 - More than 40 clients use Open Mentoring® for global programs
- Clients have users in 54 different countries on 6 continents
- Met 100% of expectations of time to implement
- Our integrated mentoring process includes technology and strategic consulting to assure client success



Energy and Chemicals

CITGO Petroleum Corporation
Dow Chemical Company
Monsanto
Suncor Energy

Engineering, Construction and Transportation

Bechtel Corporation
Norfolk Southern Corporation
Washington Division of URS Corporation

Financial, Insurance and Professional Services

Aon Corporation
Credit Suisse (USA), Inc.
Ernst & Young
Fannie Mae
Fidelity National Financial
Guardian Life Insurance Company
Interpublic Group (IPG)
Marshall & Ilsley Corporation
Merrill Lynch
Northern Trust Corporation
Royal Bank of Scotland
Standard Bank
US Bank

Food and Beverage

Brown-Forman
McDonald's Corporation
MillerCoors
PepsiCo
Sodexo, Inc.
Yum! Brands

Government and Defense

Academy Women
BC Public Service Agency
Defense Finance and Accounting Service (DFAS)
Federal Aviation Administration (FAA)
Interior Health Authority
MITRE Corporation
Rockwell Collins
U.S. Border Patrol
U.S. Coast Guard
U.S. Department of Education – Office of Inspector General (OIG)
U.S. Department of Energy – National Nuclear Security Administration (NNSA)
U.S. Navy - Naval Network Warfare Command
U.S. Navy - Naval Sea Systems Command
U.S. Navy - Naval Surface Forces



Healthcare and Pharmaceuticals

Amgen
 Catholic Healthcare Partners
 DaVita
 McKesson Corporation
 M. D. Anderson Cancer Center
 Merck
 Novo Nordisk
 Owens & Minor
 Seton Family of Hospitals

High Tech and Research

Agilent Technologies
 Applied Materials, Inc.
 CDW Corporation
 KLA-Tencor
 SunGard
 Verizon Business

Higher Education and Associations

American Association of Museums (AAM)
 American Public University System
 Asian Health Care Leaders Association
 Association of Public Health Laboratories
 Australian Mentor Centre
 Capella University
 Chicagoland Chapter of the American Society for
 Training & Development (CCASTD)
 Cosmetic Executive Women
 Minority Corporate Counsel Association (MCCA)
 Oncology Nursing Society (ONS)
 Society for Human Resource Management (SHRM)
 University of Texas at Austin

Manufacturing, Consumer Goods and Services

Bridgestone Americas
 Chrysler
 Ecolab
 Goodyear
 LeasePlan USA
 Saint-Gobain
 Thomson Corporation



OPENMENTORING[®]

BY TRIPLE CREEK

A November 2008 client survey revealed:

98%	are satisfied with the quality of Open Mentoring®.
98%	say Triple Creek provides quality strategic support and expertise to help move their program(s) forward.
98%	say Triple Creek Account Managers help push them to expand their thinking about their organization's mentoring vision.
98%	agree that Triple Creek provides quality End User support.
98%	say Triple Creek addresses technical issues in a timely manner.
90%	are making good progress toward the established goals of their mentoring program(s).
85%	are pleased with the quality of their organization's mentoring program(s).
85%	are willing to serve as a reference for Triple Creek to prospective clients.
79%	are willing to collaborate with Triple Creek on a case study and/or article.

