

# Bitesize Training

For Program Coordinators



August 2025: Mentorloop Impact Awards



Welcome to the 5th Annual

# Mentorloop Impact Awards 2025

## Share your mentoring program's impact!

Running your mentoring program, you have seen first hand the positive influence its had for your people, organisation, and community.

It's that time again, to shine a light on the people and mentoring programs that have made mentoring more accessible to more people in their organisations and communities than ever before.

[Apply Now](#)



Applications close **September 5**



Winners announced **October 16**

# Helping you prepare an awesome submission...

**1.**

Why you should  
enter

**2.**

How to build a  
compelling  
application

**3.**

Real examples  
from award  
winning  
program



But first...

## What's in it for you?

Enhance your employer brand

Demonstrate the tangible impact  
on your organizational objectives

Give confidence to  
your stakeholders

Show tangible improvements  
on DEI objectives

Inspire more people to register  
for your program

Build confidence in existing  
mentors and mentees

Celebrate all of you hard working, passionate Program Coordinators!

# Annual reports

## mentoring committee report

It has been an exciting year for mentoring and personal development within the Centre. 2023 welcomed a new mentoring committee, which included Darren Croton (chair) from SU7, Michaela Froehlich (co-chair) from ANU, Irene Bolognino (UoA), Maxim Goryachev (UWA), Jayden Newstead (postdoc representative) from UoM, and Chiara Lisotti (student representative) from UoS. This new committee met several times across the year to plan events and coordinate with the other committees within the Centre.

The standout mentoring event of 2023 was the launch of Mentorloop, a joint initiative between 12 ARC Centres of Excellence, including the Dark Matter Centre. Launched on June 7th by ARC Deputy CEO Dr Richard Johnson, the ARC Mentorloop platform offers Centre members a unique way to engage with mentors and mentees both within and beyond the Dark Matter Centre community. With ~40 active participants already engaged among a larger pool of ~300 members across all Centres, Mentorloop presents a valuable opportunity for researchers, professional staff, and industry experts to cultivate meaningful mentoring relationships. Beyond fostering connections, the program provides tailored insights, advice, and career advancement opportunities, shaping a collaborative environment conducive to personal and professional growth.



To further promote Mentorloop and mentoring within the Centre, on October 18th, the mentoring committee conducted an online seminar titled "How to get the most out of your mentoring experience to accelerate your career" for both the Dark Matter Centre and ASTRO 3D. The session provided general guidance on mentoring, preparation, expectations, and service tips and tricks, followed by a panel discussion featuring experienced mentors, including Centre Director Elisabetta Barberio. The session allowed time for questions and discussion and was recorded for future reference by mentors and mentees.

Following this, on October 26th, the Dark Matter Centre and ASTRO 3D again collaborated to organise an online speed mentoring event using the Twine platform. The event, designed to be both fun and informative, allowed members to quickly gather broad career advice from a diverse array of mentors. The hour-long session brought together 18 participants for a series of rapid 4-minute conversations, resulting in a total of 86 connections and 224 minutes of valuable dialogue. The fast-paced nature of the event created an energetic atmosphere, making it an engaging and efficient networking opportunity for all involved.

Finally, speed networking was extended to an in-person event at the Dark Matter Centre Annual Workshop, held from November 28th to December 1st. With approximately 50 participants, networking sessions were structured in rounds of 15 minutes, fostering a vibrant (and often chaotic!) atmosphere in the room. The event garnered enthusiastic engagement from attendees. Feedback from both mentors and mentees was overwhelmingly positive, highlighting the value of the experience. Some international AIs, initially hesitant, expressed excitement about implementing similar networking events at their respective universities after witnessing the success firsthand.

## Mentorship Program



The Ziff Davis Mentorship Program was established to help its participants grow their careers while learning from experienced colleagues. Inspired by employee feedback and the importance of career development, participants in this program share advice, guidance, and experience to help build trust and relationships through these mentoring connections.

Our platform, Mentorloop, matches mentors to mentees by compatibility in profiles and goals.

In this one-on-one program, mentors and mentees at all levels meet regularly to set goals and work together to achieve them. Relationships between the members often continue beyond the established timeframe.

We explore growth opportunities and prepare for the future together with the Mentorship Ambassadors, who:

- Promote the program within their business units and on Ziff Davis social platforms
- Drive engagement by sharing and creating resources and intentional communication during quarterly sign-up periods
- Manage the Mentorloop platform and respond to requests
- Improve user experience by evaluating the success of the program each quarter and implementing changes
- Ensure participants receive the best match by reviewing Mentorloop's algorithmic matching system

582 employees  
globally paired in the  
platform

662 relationships  
created in 2022

Mentoring  
Quality Score is  
**4.7 out of 5**  
(12% higher than the  
industry average of 4.2)

Participant Post-  
Meeting Survey Score  
of **4.9 out of 5 (98%)**



**Awarded "Most  
Impactful  
Mentoring  
Program" by  
Mentorloop!**

Ziff  
Davis

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www.ziffdavis.com

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# Recruitment & Branding

Association of Learned and Professional Society Publishers

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## ALPSP wins Most Impactful Mentoring Programme Award 2024

2 October 2024

We are delighted to announce that the [ALPSP International Mentorship Scheme](#), sponsored by [PILS](#), is the recipient of a coveted [Mentorloop Impact Award](#).

The award recognises the ALPSP scheme for facilitating connections between participants globally and cross-organisationally, ensuring equality and equal access to opportunities and for promoting a culture of mentoring across the scholarly publishing community.

Our scheme has grown over 200% since its inception in 2022 and is consistently achieving a mentoring quality score of 4.5/5 from our participants. An integral part of the [ALPSP Careers Hub](#) of resources, the mentorship scheme is a free member benefit with a mentee role available to all employees of our member organizations. Mentors come from both member and non-member organizations, which allows for a truly global and inclusive programme. As a founding member of [C4ORSC](#), we actively encourage applications from diverse and marginalized groups.


We will open our next programme early in 2025. Learn more about the [ALPSP International Mentorship Scheme](#).

### Participant Comments:

"I'm happy to have this opportunity to connect with someone with such a different background such a different set of experiences." – 2024 Mentee

"These sessions significantly help me evaluate and adjust my direction towards my goals. This facilitating this enriching mentorship experience!" – 2024 Mentee

"Our first meeting was fantastic. Really felt like a door had been swung open and I had a good practical advice I could start implementing and trying out." – 2024 Mentee



Company Updates

ARUP

Company News

We are excited to announce that Arup has been selected as one of the 2023 [Mentorloop](#) Impact Award winners. The award shines a light on the program coordinators and the mentoring program itself, that have made mentoring more accessible across Arup.

Every year, the Impact Awards showcases companies that make mentoring accessible for their people, organization, and community. Our program was awarded because of our firm's push for mentorship, our memberships participation, the engagement and satisfaction from our members, and the overall impact it has had. More information about the [Mentorloop](#) Impact Awards and winners can be found here: <https://mentorloop.com/customers/case-study-arup-americas/>.

Mentoring programs open possibilities for sharing knowledge, insights, and experience to help enhance and develop your career. Anyone from new grads to leaders can benefit from a mentoring relationship. Mentoring is a valuable and effective development opportunity that can lead to new skills, perspectives, and can help you achieve your goals. Find more information about joining [Mentorloop](#) here. We will also be offering an information session in the upcoming weeks so be on the lookout for a communication with the dates and times.

Case Study:

ARUP

Mentoring Program

powered by

Mentorloop

2023 Most Impactful Mentoring Program

[mentorloop.com](#) | Case Study: Arup | [Mentorloop](#) Mentoring Software

### Arup Locations

Austin, TX [\[5\]](#)

Bogotá (Colombia) [\[3\]](#)

Boston, MA [\[4.9\]](#)

Calgary

Chicago, IL [\[6\]](#)

[See All Locations](#)

### Jobs You May Like

ARUP

Talent Resourcing Intern  
(Available May 2024 - May 2025)  
Arup - Toronto

ARUP

Digital Technology Intern  
(Available January - April 2024)  
Arup - Toronto

ARUP

Project Controls Intern  
(Available May 2024 - May 2025)  
Arup - Toronto




ARUP

Graduate Advisory Consultant  
(Available 2024)  
Arup - Toronto  
\$72.95K - \$90.29K

ARUP

Contract/Project Manager  
Arup - Toronto  
\$68.83K - \$80.66K

Connect with Arup



2024 Most Impactful Mentoring Program

2023 Most Impactful Mentoring Program

2022 Most Impactful Mentoring Program

Mentorloop Impact Award Winner  
2022, 2023 & 2024

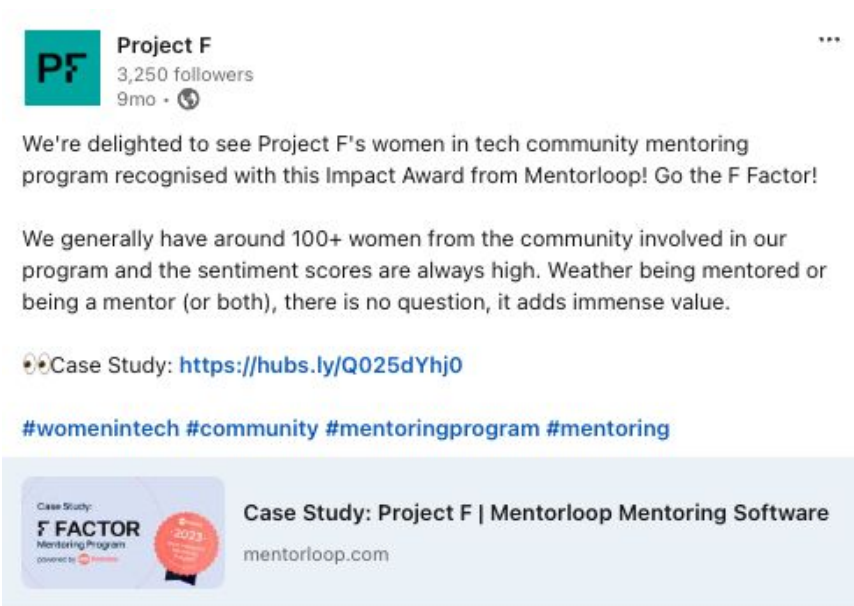
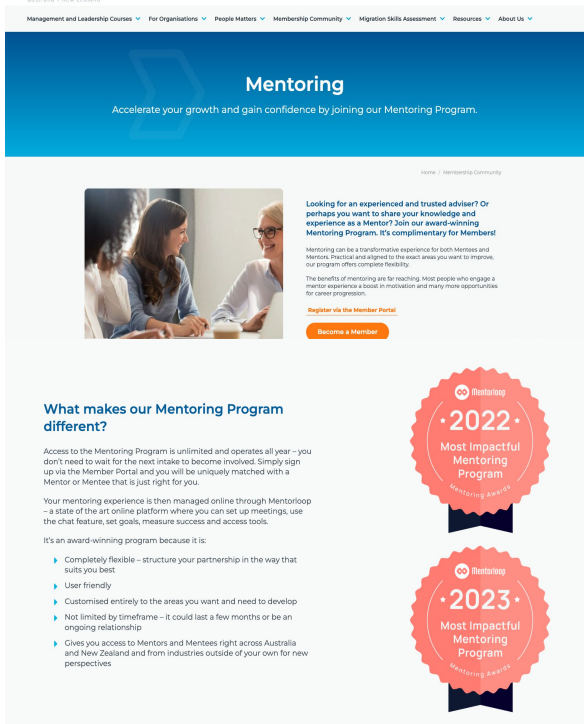
See other 2024 winners



institute of  
**MANAGERS  
AND LEADERS®**  
australia | new zealand

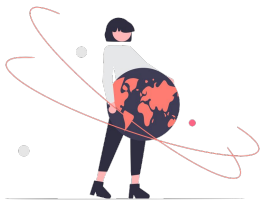
**INSTITUTE OF**  
**MANAGERS**  
**AND LEADERS**

AUST 1300 640 061 NZ 0508 465 269 CONTACT US LOG IN





# Awards Criteria

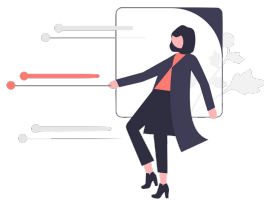


## Shared Philosophy

Your program gives **everyone** the opportunity to benefit from mentoring, not just the “chosen ones”

Your program endeavours to create a **culture of mentoring**

The program makes a positive impact on **diversity, equity, and inclusion**

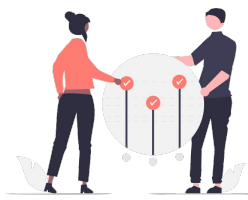


## Opportunity & Accessibility

A concerted effort towards **achieving the target number of participants**

Your program is **scalable** while maintaining quality and satisfaction

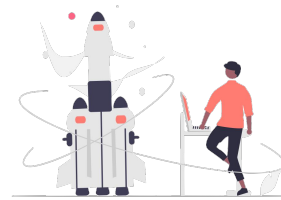
Your program has **expanded** (additional programs, multiple programs, scaling from a pilot)



## Engagement & Satisfaction

Your program has maintained an **above average level of engagement**

Your program has received **positive feedback** from participants and stakeholders



## Overall Impact

Your members, employees, or community expresses **desire for mentoring to continue or expand** within the organization

Your program has **enabled better connections** within the organization, association, or community (e.g. despite geographical hurdles)

# Shared Philosophy

Does offering mentoring opportunities **speak to your vision and mission** as a business, association or NFP?

Have you opened up your program to **everyone** in the organization?  
Or continued to **expand eligibility** over time?

How has your mentoring program become a **core part of your people strategy or membership benefits**?

How has your mentoring program **enabled connections** between individuals who might have never had the chance to interact otherwise?

# ARUP



# Opportunity and Accessibility

How did you market your program and recruit participants?

Did you **grow from a pilot**? How did you do it?

Have you **expanded your program's eligibility** or opened up **additional programs**?



**Grant Thornton**

Turned informal peer support into a structured, inclusive mentoring program, building meaningful connections across offices and fostering professional growth at every level.

**Case Study**



**informa**

The mentoring program is their first program to cross divisions, providing opportunities to connect with colleagues they may have never met otherwise.

**Case Study**

**Ziff Davis**

Employed a grassroots approach by engaging Employee Resource Groups to identify opportunities for engaging different groups within Ziff Davis.

**Case Study**

# Engagement and Satisfaction

How do you make sure your MQS stays **above average**?

Describe the **feedback from your mentors and mentees**.

How did the program and mentoring relationships impact them?

Describe the **feedback from your stakeholders**.

What positive contributions have they noted?

Did you participate in a **Mentoring Challenge** this year?

Describe how it went and the results.



Check your Sentiment tab for [stories from mentors and mentees](#)!



Heinemann Asia Pacific Pte Ltd

11,112 followers

9mo · 🌐

Thank you to Mentorloop for honoring us with the "Most Impactful Mentoring Program" award! Our mentoring initiative serves as a wellspring of inspiration, fostering motivation and a thriving culture of development and learning within Heinemann. By facilitating the exchange of personal experiences and insights among our team members, we empower them to unlock their full potential. Through mentorship, we've witnessed remarkable growth and the forging of deep connections across diverse teams, locations, and functions. Excitingly, we're committed to expanding this transformative program in the future.




👤 Marina Sancho and 45 others

1 comment · 2 reposts



# Mentoring Program Highlights

powered by  Mentorloop



# Ziff Davis Mentorship Program Highlights

powered by  Mentorloop





# Overall Impact

What were the **challenges you hoped to address** and how did your program make a positive impact?

Has your program received any **PR** or contributed to **other awards**?  
Is it featured in your **annual reports**?

How has your program contributed to positive change in **belonging and connection** in your organization?

How has your program contributed to your organization's **overall culture and environment**?



Association of Learned  
and Professional  
Society Publishers

- ✓ cross-organizational mentoring relationships
- ✓ international collaboration
- ✓ equal access & opportunity
- ✓ building a culture of mentoring

Case Study



- ✓ increased participant confidence
- ✓ cross-functional understanding
- ✓ strengthen internal networks
- ✓ broader perspectives

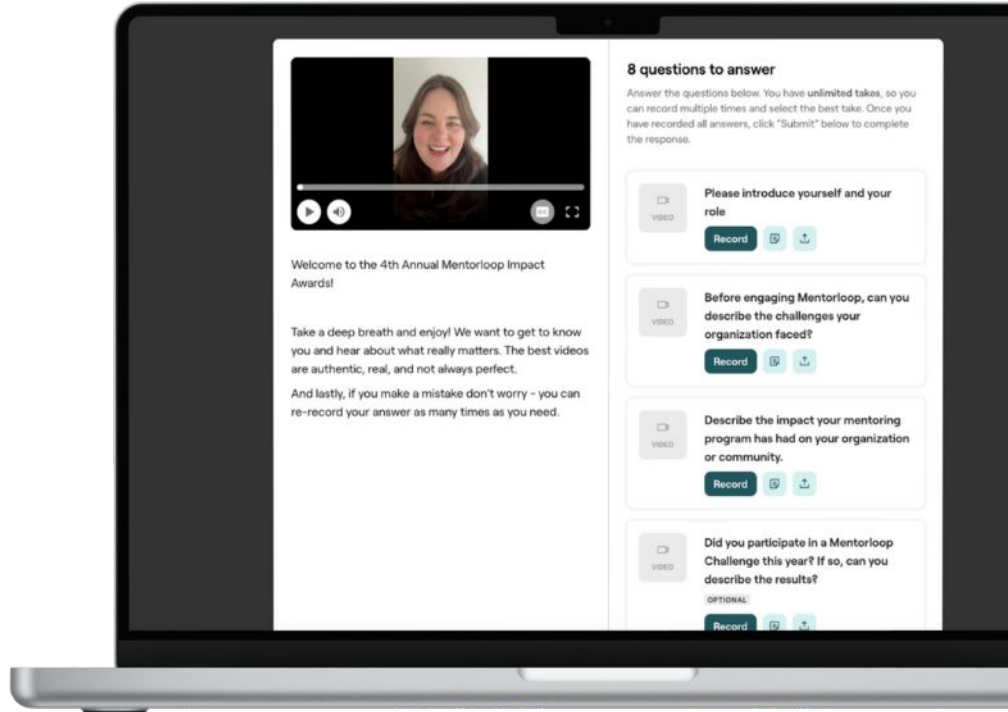
Case Study



- ✓ greater job satisfaction
- ✓ higher retention & reduced turnover
- ✓ bridged skill gaps
- ✓ provides mentoring opportunities across all backgrounds & levels

Case Study

# Submitting your application with Vouch





The 5th Annual  
**Mentorloop  
Impact Awards 2025**



To help you prepare your application,  
here are your 8 key questions:



18 recipients  
were awarded  
in 2024

[Explore the Programs](#)

**Please introduce yourself**  
Tell us your name, role, and a brief description of your organisation or community.

**Before working with Mentorloop, what was happening in your organisation that made you realise you needed a mentoring program?**  
Can you describe a specific moment or situation that brought this to life?

**Was there a moment where you realised your mentoring program was making a real impact for your organization or community?**  
Tell us the story of that moment and what it meant for you or your organization.

**What has changed since launching with Mentorloop? What tangible results have you seen?**  
This could be a story of participation rates, retention, promotions, diversity outcomes, or personal success stories etc.

**How have you made sure mentoring is available to everyone you could benefit?**  
Any examples of how you've reached people who might otherwise have missed out?

**What about Mentorloop has made it easier for you to build and grow your program?**  
Are there features or support that made a big difference?

**What's next for your mentoring program?**  
How do you see it evolving in the next year or two?

**If you could give one piece of advice to someone starting a mentoring program today, what would it be?**

Our mentoring program was initiated in March 2020 and has been incredibly successful in helping our members connect and network with others who share their goals and expertise.



**Jenny Nguyen**  
Member Services Officer at  
Australian Institute of Architects

# Our team's top tips



## **Be specific**

Focus on one or two things that your program has excelled at.

# Our team's top tips



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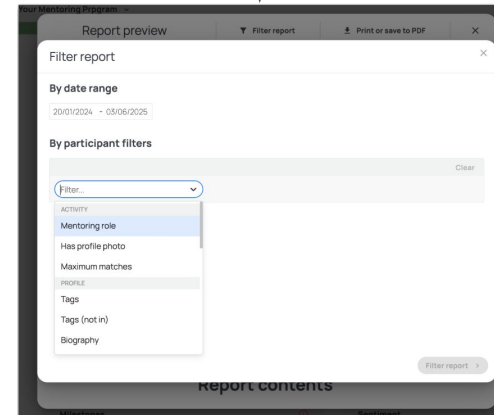
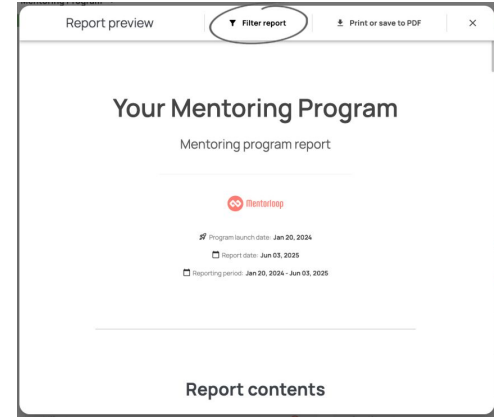


## **Use data to backup your story when you can**

Use your Mentorloop reports but don't hesitate to use your internal metrics too!

# Mentorloop reporting tools

✓ PDF report & infographics



# Mentorloop reporting tools

✓ PDF report & infographics

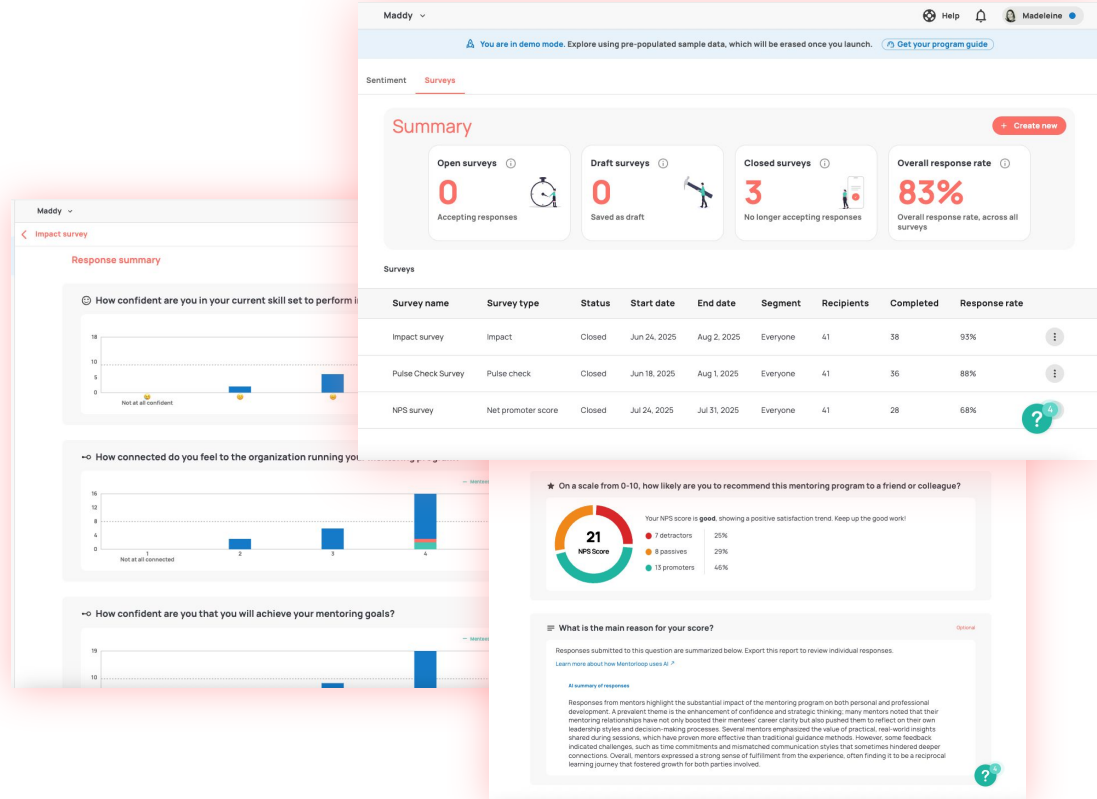
✓ Program exports

The image displays the Mentorloop reporting interface. On the left is a sidebar menu titled "Mentoring Program" with the following options: "Invite participants", "Copy invitation link", "Preview signup form", "Preview Self Match", "Program settings", and "Export all program data" (highlighted with a red box). The main dashboard, titled "Manage Infographics", shows a "Summary of participants" bar chart with 38 Mentors (green), 39 Mentees (red), and 219 Others (blue). Below the chart is a "Status: Active" filter and a search bar. A table lists participant activity, with columns for "Signed up", "Profile fields", and "Activity". The table shows 5 rows of data, including dates, counts, and activity descriptions like "Logged in" and "Moved to a new milestone". An "Export" button is visible above the table, and a "Support" button is at the bottom right.

Signed up	Profile fields	Activity		
Apr 27, 2022	3	1	0	Logged in Apr 21, 2023
Apr 27, 2022	2	1	0	Logged in Apr 4, 2023
Apr 27, 2022	1	1	0	Moved to a new milestone: 'Matching' Mar 7, 2023
Apr 27, 2022	5	4	3	Logged in Sep 19, 2022
Apr 27, 2022	2	4	3	Logged in

# Mentorloop reporting tools

- ✓ PDF report & infographics
- ✓ Program exports
- ✓ Sentiment & surveys (NEW!)





# Our team's top tips



## **Be specific**

Focus on one or two things that your program has excelled at.



## **Use data to backup your story when you can**

Use your Mentorloop reports but don't hesitate to use your internal metrics too!



## **Stories at the center**

Your people are the heart of your program. Let's hear their stories!

# Our team's top tips



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## **Don't be shy, tell us how you/your team nailed running this program**

Great programs don't just happen. Tell us how you engineered your program's success!

# Our team's top tips



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Great programs don't just happen. Tell us how you engineered your program's success!



## **Perfection is the enemy of done**

Don't worry about video lighting, setting, etc. We love seeing the **real** and value your story over what it looks like.

# Next steps:

- Decide why your program is award winning (because it probably is!)
- Prepare your answers to the 8 questions from Vouch → [You can download the questions](#)
- Record and submit your application by **Friday 5 September**



Check out previous award winners [on our website](#) for inspiration!



The background of the slide features silhouettes of several people looking towards the right, set against a vibrant sunset sky with orange and pink clouds. A large, dashed red circle is centered over the text.

**Thank You!**  
Questions?





*Meet our co-founders:*

- **Lucy Lloyd**  
lucy@mentorloop.com
- **Heidi Holmes**  
heidi@mentorloop.com

**Certified**



This company meets the  
highest standards of social  
and environmental impact

Corporation

We live and work on the lands of the Wurundjeri people of the Kulin nation. We acknowledge their ownership of the land and pay respects to elders past, present and future.

