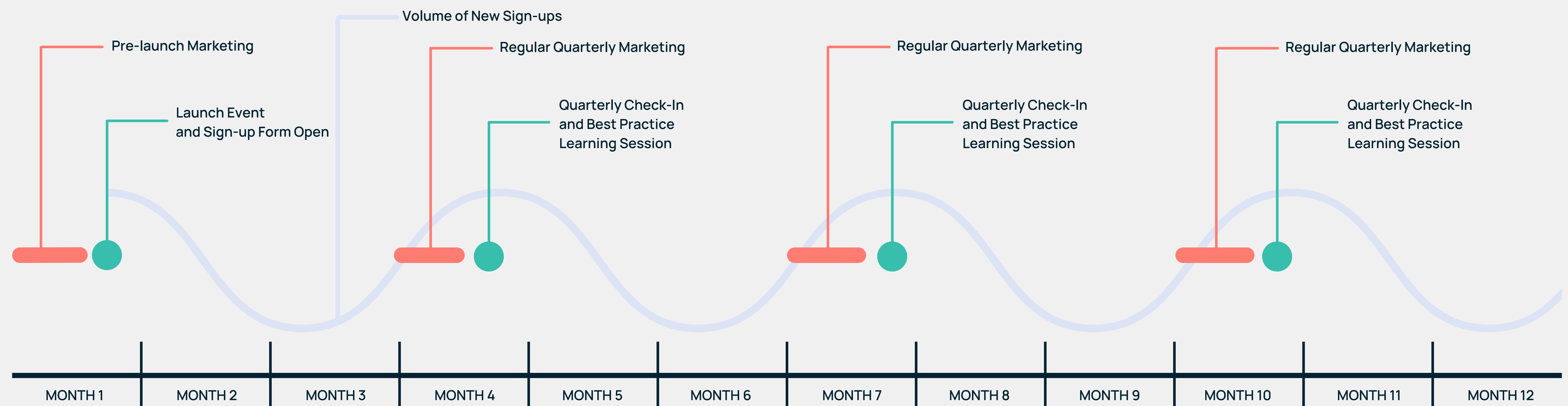


A Sample Timeline for Always-On Mentoring Programs

Here's a sample of what a 12-month mentoring program might look like if you're running one that's always-on.

Quick Facts on Always-On Programs

- Signup form is turned on indefinitely, allowing participants to sign up at any time
- Participation is year round. Once a participant is in, they're in until they choose to leave the program.



PRO TIP #1

Always-On programs are designed to support your participants to self-match at a time that suits them. This has the added benefit of reducing Program Coordinator led matching. Ensuring Recommended Matches is turned on, can enable you to better succeed in both.

PRO TIP #2

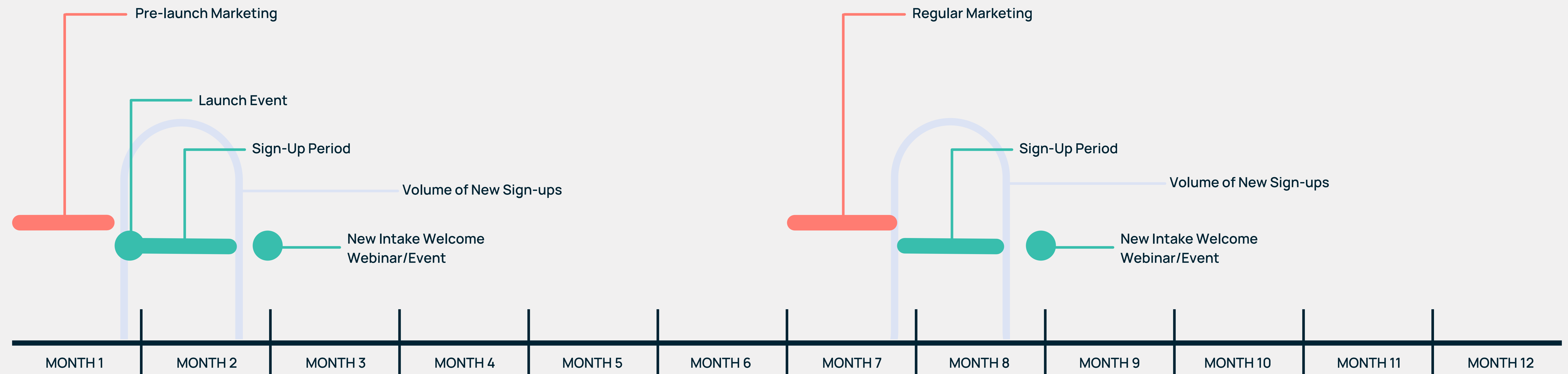
Holding quarterly check-in events are often highly successful. In these events, mentoring champions can share their experiences, participants share their challenges or ask for/give advice, while Program Coordinators can share best practices. These activities ensure program engagement and momentum.

A Sample Timeline for On-Off Mentoring Programs

Here's a sample of what a 12-month mentoring program might look like if you're recruiting on and off.

Quick Facts on On-Off Programs

- Recruitment in intakes
- Signup form is turned on and off periodically
- Participation is all year round. Once a participant is in, they're in until they choose to leave the program.



ADVICE FROM A FELLOW PROGRAM COORDINATOR

Ally Cedeno of Women Offshore runs her program with an On-Off recruitment style. We'll let her tell you why this works for her and her advice on doing this successfully.

> > [WATCH NOW](#)

PRO TIP:

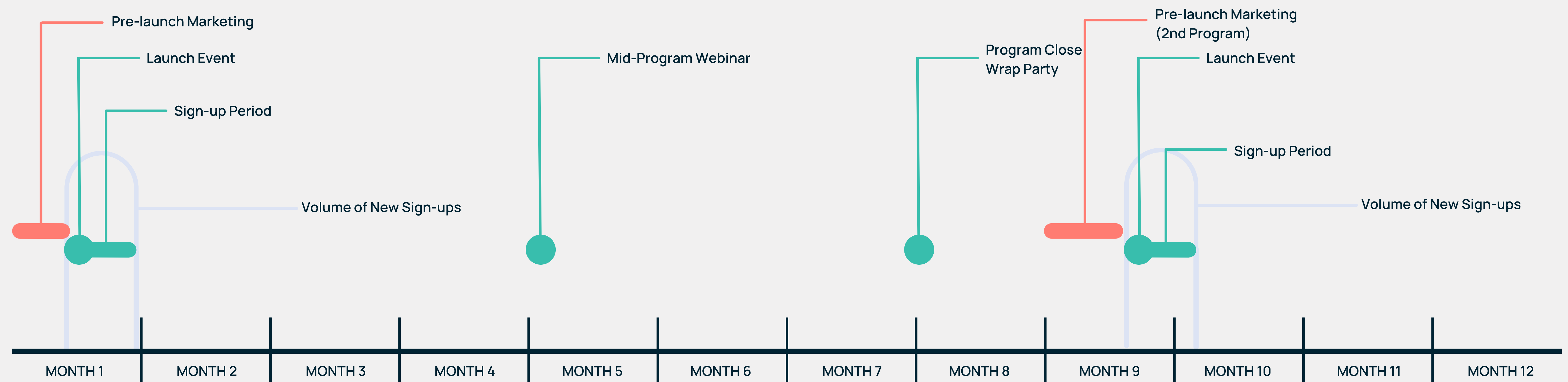
Welcome events or webinars can help your new intakes feel more integrated into the program, especially if they're joining an already established program. This is also a great opportunity to get them up to speed on the basics of using your chosen software, any prepared resources, and best practices.

A Sample Timeline for Mentoring Program Cohorts

Here's a sample of what two 6-month mentoring programs might look like if you recruit in cohorts.

Quick Facts on Mentoring Program Cohorts

- Signup form is turned on only at the beginning of the program timeline
- Participation is limited to the program duration
- All participants are on the same timeline



PRO TIP #1

In certain cases, it's good to have the start and end of your programs coincide with things like dedicated membership or enrolment intakes (for industry bodies or academic institutions) or annual performance appraisals (for corporates). This makes measurement and reporting easier and more relevant.

PRO TIP #2

Find who your mentoring champions are in every cohort. They can help you in your marketing efforts for the next programs by sharing their experiences and how mentoring has helped them grow. You can use these stories in your marketing collateral or better yet, invite them to speak at a webinar or event.