

CASE
STUDYAEROSPACE FIRM EMPLOYS
MENTORING PROGRAMS TO DEVELOP
EMPLOYEE CAREERS

PROGRAM OVERVIEW

Challenge: This large aerospace firm sought to empower employee career development around the globe through mentoring. Some employees were interested in traditional career mentoring by partnering with someone on a similar career path, while other employees – especially technical personnel – were interested to expand their knowledge on technical topics. Meanwhile, the mentoring program administrators required deep insight and tracking metrics to determine employee engagement levels, the topical areas of most interest, and details on where certain pockets of expertise lay within the employee population.

Solution: Using Chronus Mentor software, this firm implemented multiple tracks in a peer mentoring program to support their varied initiatives. Using a single platform, this company now offers both career mentoring as well as topical subject mentoring to all employees. Employees are able to self-match based on their interests as well as define goals and progress through the mentorship period. Employees are also able to engage for varied lengths of time according to their needs. The single solution of Chronus Mentor software is helping employees learn important skills and seek advice from experts within the organization worldwide.

Result: Through these mentoring programs, this firm has aligned and implemented their talent development strategy. The program attracted and engaged over 35% of employees within just the first year. Feedback from participants is positive – the employees are enthusiastic about connecting with others and ability to select their own mentors. Chronus Mentor has also reduced the required administrator time, freeing up HR resources for other important initiatives. And finally, this firm's management staff are gathering valuable insight into the career and technical skill interests within the organization for future planning efforts.

Future Plans: This company expects a steady increase in enrolled participants to achieve 50% participation within the first 24 months. They also plan to leverage the Chronus Mentor solution to launch additional mentoring programs for leadership development and new hire onboarding.

PROGRAM SNAPSHOT

- ✓ Large Aerospace Firm
- ✓ Number of Participants: 10,000
- ✓ Organization Type: Large Enterprise
- ✓ Product Licensed: Chronus Mentor
- ✓ Result: Successful career mentoring and transfer of technical knowledge in-house



CASE STUDY

ABOUT CHRONUS AND CHRONUS MENTOR

Chronus harnesses the power of human connections to engage, develop and retain talent within organizations. Our software solutions foster learning and shorten time to competency through mentoring, coaching, and community-based learning. Every day, leading organizations worldwide rely on Chronus to drive talent and career development programs.

Chronus Mentor is software to start, manage, and measure mentoring programs online. This configurable, cloud-based solution is ideal for use by corporations, government entities, academic institutions and associations.



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