

10KC



Peer Learning and Mentoring Experiences for Key Talent Segments

10KC MENTORING PATHWAYS

It's time to give corporate mentorship a facelift

Too many companies fall into the trap of offering mentoring programs with generic content and experiences that don't take the unique development needs of their target group into account. The result? Low participation, engagement, and the perception that mentorship is a “feel-good” initiative rather than a strategic lever.

10KC is changing that.

Our mentoring software empowers employees at all levels—from early talent to seasoned leaders—to make meaningful progress towards their career goals while improving key talent outcomes like retention, engagement, mobility, and development.

86%

feel more connected to colleagues and valued

84%

developed skills that better equipped them to succeed

82%

feel they have opportunities to progress in their career

87%

see long-term career opportunities at their organization

Promote



10KC members are 1.6x more likely to make internal moves

Retain



10KC members are 30% less likely to leave the organization

Mentorship, done right

Traditional mentoring programs	Mentoring redefined with 10KC
One and done Short-lived, one-time mentoring program	Ongoing Spark a culture of continuous mentoring that supports employees through the entire employee lifecycle.
Single format Focused solely on structured 1:1 mentoring pairs in a single cohort	Multi-format Go beyond the basics and focus on relationship-based learning that connects employees with many peers through a variety of mentoring formats.
One size fits all Generic content and experiences delivered to all employees regardless of their unique development needs.	Personalized Cater programs to the different skills, goals, and knowledge employees need based on where they're at in their career journey.
One way Focused on a more senior mentor offering insights, knowledge and expertise to a more junior employee.	Multi-directional Break down barriers to encourage knowledge sharing and development regardless of role or seniority
Inconsistent Experience is left to the mentor and mentee to navigate so experience varies significantly.	Consistent Provide guidance and resources to keep mentors and mentees engaged and conversations focused.
Manual Done through spreadsheets which limits the reach and impact mentoring can have in the organization.	Scalable Ditch the busy work and focus on what matters with technology that reduces admin and scales impact.
Untracked Relies on gut feelings and anecdotes that can't be clearly connected to impact on your talent strategy.	Measurable Track progress and see results with the same data-driven precision as formal learning programs.
Aligned to employee goals Focused primarily on individual employee development	Delivers on employee goals—and talent goals Empower your people, build an unstoppable team, and deliver business outcomes.

The 10KC Advantage

10KC enables you to develop talent from within, making it easy to connect employees at all levels to share knowledge and grow together. Because people learn best from people.

Generic mentorship programs end with Pathways

Ditch the "one-size-fits-all" approach. Pathways are tailored to specific employee groups, seamlessly integrating mentorship into every stage of the career journey, from early career to leadership.

What sets our approach apart?

- **Pathways:** The right mix of mentoring and peer learning experiences to accelerate careers.
- **Applied skill development:** Focused learning to ensure skills stick.
- **Pre-built templates:** Launch quickly with an extensive range of content designed to help employees sharpen in-demand skills.
- **Diverse learning experiences:** Accessible formats tailored to varied learning styles, including 1:1, group sessions, and networking.
- **Expert-driven, real-world results:** Research-backed curriculum thoughtfully developed with world-class experts, designed for practical application.

Off-the-shelf content that's ready to launch when you are

Expert and engaging content is one of the top reasons customers choose 10KC. Our 90% participant satisfaction rate speaks volumes about the effectiveness of our carefully crafted learning experiences.

80%

of 10KC customers use our discussion guides out of the box, trusting our content to elevate their teams and drive impact.



"Our program feedback and satisfaction rating have been consistently high. We have a 98% conversation rating inside of our mentorship program. That's constantly reassuring to see. Not only are people excited to lean in, but as they're having the conversations—as they're leveraging the tools that the platform provides for us—they're seeing success, they're gaining value out of it, and they're rating it really highly."

Fatima Winfrey, Vice President of DEI and Belonging, Horizon Media

Our Roster of Experts



Catherine Brown

Leadership Programs, Netflix & Founder of Taybridge Leadership

Formerly:



For more than 20 years, Catherine has developed executive leadership programs focused on leading change at Google, Nike, Gap Inc., Ernst & Young, and Singularity University.



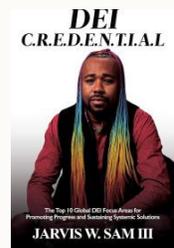
Jarvis Sam

Former Chief of Diversity, Equity & Inclusion, Nike & Founder of The Rainbow Disruption, Forbes 30 under 30, Author of DEI C.R.E.D.E.N.T.I.A.L

Formerly:



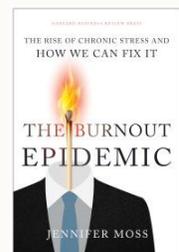
As the former Chief Diversity, Equity, and Inclusion Officer at Nike Inc., he spearheaded initiatives to enhance diverse representation and foster inclusive leadership. As the founder of the Rainbow Disruption, he is now dedicated to transforming workplaces with innovative DEI strategies.



Jennifer Moss

Workplace Culture Strategist
Award-winning author of The Burnout Epidemic

Jennifer is a workplace culture expert and dynamic speaker with over 250 presentations on workplace culture, well-being, and burnout prevention, empowering individuals and teams to create positive change.



Rachel Williams

Chief Diversity & Inclusion Officer, Motley Fool

Formerly:



Rachel Williams is a seasoned HR strategist and DEI expert with over a decade of experience at leading tech companies such as Google, Yelp and Stubhub.

10KC Pathways: Mentorship and peer learning that scales



Pathways allow you to create and deliver customized learning and development journeys for different talent groups within your organization.

Think of Pathways as a guided journey, where each step is a curated experience. Whether it's through mentoring, networking, or leader-led events, Pathways ensure your entire workforce gets the right learning and development opportunities at the right time.

💡 It's like a personalized playlist of targeted connections and critical knowledge.

Sample Mentorship Pathway

Once you select the pathway you want to implement in your organization you'll have access to a pre-set list of experiences that come with that pathway template - all customizable to your development needs!



Development Program
Mentorship Program



Office Hour
Thriving in a World of Constant Change



Office Hour
Unlocking the Power of Communication: A Workshop for Employees



Office Hour
Showcasing Your Brilliance: Making Your Work Shine



Introductions
1st Networking Introduction



"10KC really made the process seamless. The curriculum was fantastic - very plug and play. The product and the platform itself is very intuitive, as far as understanding who's in the program, how matches were made. We were able to pre-determine a selection criteria which was fantastic! It was also really flexible."

Michelle Rojas, People Business Partner Director, Spring Health
Spring Health

10KC See how 10KC helps you build a mentorship program that drives retention, engagement, & performance. → [Book a Demo.](#)

How Mentoring Pathways work

Providing a unique take on mentoring, Pathways allow you to weave together a variety of mentoring experiences (1:1, group, and networking) that all work together to help employees develop a specific set of skills.



Mentoring

Connect employees at all levels 1:1, 1:many or in small groups for ongoing guided discussions.

Office Hours

Offer group learning sessions to connect employees subject matter experts for specialized knowledge sharing, skill application, and collaboration.

Networking

Intentionally pair employees with various peers and leaders across the org to foster cross-functional collaboration, skill development, and a continuous learning culture.

DISCUSSION GUIDE OUTLINE

Session 1:

Goal Setting & Getting To Know Each Other

Session 2:

Identifying Barriers To Career Growth

Session 3:

Working With Others

Session 4:

Embracing Change

Session 5:

How To Stand Out

Session 6:

Reflection & Next Steps

Session: Embracing Change

Overview

Change is the only constant - in our environment, role, company processes, working relationships - the list goes on. But change is hard. This week, you'll discuss how to build skills around being adaptable, to become comfortable with ambiguity and change.

Pre-Work

Read: [How to Get Comfortable With Being Uncomfortable](#)

Watch: [Navigate and Embrace Change](#) [4:32]

Watch: [The power of believing that you can improve](#) [10:11]

Discussion Questions

- How do you typically react to change or being uncomfortable? Do you tend to embrace an 'infinite mindset', as Simon Sinek describes? Why or why not?
- Share an experience where you wanted to quit but didn't. What did you learn from it?

Skills that employees will develop:

- Critical thinking
- Accountability
- Self-Reflection
- Collaboration
- Resilience
- Relationship building
- Adaptability
- Self-Advocacy
- Self-Awareness
- Communication skills
- Career Planning
- Goal setting

"How valuable this experience and opportunity is for both mentor/mentee. I have never participated in a structured mentorship program so I wasn't sure what to expect. I truly found fulfilling moments between my connection with my mentor."

Career Development Participant



See how 10KC helps you build a mentorship program that drives retention, engagement, & performance. → [Book a Demo.](#)

10KC Pathways for key talent segments

Get a complete mentoring and peer learning program with minimal effort. 10KC Pathways deliver targeted guidance and content based on specific talent groups' needs, bridging the gap between mentorship programs and the talent goals you care about.



Early Talent

Maximize your early talent investment. This pathway ensures early talent feel supported, develop critical skills, and gain the business acumen needed for long-term success.

Career Development

Empower employees to own their career development—within your organization. This pathway provides organizations with the tools to support employee-led growth and increase engagement.

Manager Effectiveness

Elevate traditional manager training. This pathway empowers managers to improve team performance by connecting with peers and developing crucial soft skills.

Leadership Development

Strengthen your leadership pipeline. This pathway provides leaders with the development opportunities they need to excel and drive future success.

See the mentorship difference with 10KC

[Book a demo to get started!](#)

