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2025 Workplace Mentorship Calendar: A Year of Strategic Initiatives

Featuring resources, key dates, and initiatives to build impactful workplace mentorship initiatives that drive critical business outcomes and sustain year-round engagement.



Navigating a New Year of Business Growth and Opportunity

Cheers to a new year and new opportunities to elevate your talent strategy!

As we embark on 2025, let's reimagine mentorship. We've always seen mentorship as a way for employees to connect and grow. But what if this year, we redefined our approach?

Instead of *only* focusing on individual benefits, let's resolve to build strategic mentorship programs that also impact key business priorities like engagement, promotion, and retention.

Did you know...

- 62% of employees would leave their employer for one that offers mentorship opportunities.
- 94% of surveyed employees expressed their desire to remain with a company longer if offered opportunities for learning and professional growth. ¹
- Research indicates a connection between happy employees and a 13% increase in productivity. ²

This exclusive 2025 calendar is your guide to building a thriving and strategic mentorship program. Filled with fresh ideas and actionable initiatives, it's designed to empower HR and L&D leaders all year long. Here's to a year of engaged employees, strong leaders, and a thriving company culture.

- Page 3  **2025 calendar overview**
A bird's-eye view of the year, highlighting key dates and original ideas for impactful mentorship initiatives.
- Pages 4-10  **Monthly breakdown**
Unwrap each month with practical guidance and valuable resources to bring your mentorship strategy to life.

 **Note:** While this calendar features one initiative per month, adapt it to your needs! Combine initiatives, prioritize those most relevant to you, and plan ahead for maximum impact. Remember, the most impactful mentorship programs aren't "one and done" – they weave together various initiatives to achieve critical business goals throughout the year.

- Pages 11-13  **About 10KC**
Looking for a partner in crime to help build, manage, scale, and measure your mentorship initiatives? 10KC is used by 200+ industry leaders to power talent programs that create the essential connections and conversations employees need to drive performance.

Here's to a year of inspired leadership, meaningful connections, and exceptional results!

2025 Calendar Overview

January

 **Mentorship initiative:**
Building your mentorship framework

Notable dates:

- National Mentorship Month
- 7th: I Am a Mentor Day
- 17th: International Mentoring Day
- 20th: Martin Luther King Jr. Day
- 25th: Thank Your Mentor Day
- 27th: Holocaust Remembrance Day
- 29th: Chinese New Year

February

 **Mentorship initiative:**
Empowering a diverse workforce

Notable dates:

- Black History Month
- 20th: World Day of Social Justice
- 28th-March 30th: Ramadan

March

 **Mentorship initiative:**
Expanding into sponsorship

Notable dates:

- Women's History Month
- 7th: Employee Appreciation Day
- 8th: International Women's Day
- 31st: International Trans Day of Visibility

April

 **Mentorship initiative:**
Measuring success - Q1 retro

Notable dates:

- Arab Heritage Month
- Autism Awareness Month
- 29th sundown -30th: Eid al-Fitr

May

 **Mentorship initiative:**
Addressing employee burnout

Notable dates:

- Mental Health Awareness Month
- Jewish Heritage Month
- Asian Heritage Month
- 5th: Cinco de Mayo
- 17th: International Day Against Homophobia, Transphobia, and Biphobia

June

 **Mentorship initiative:**
Cultivating connectivity, belonging, and inclusion

Notable dates:

- Pride Month
- Indigenous History Month
- 1st: Global Parents Day
- 19th: Juneteenth

July

 **Mentorship initiative:**
Nurturing early talent & Q2 retro

Notable dates:

- 24th: International Self Care Day
- 31st: National Intern Day

August

 **Mentorship initiative:**
Keeping workplace culture alive through change

Notable dates:

- 14th: National Financial Awareness Day
- 26th: Women's Equality Day

September

 **Mentorship initiative:**
Breaking down knowledge silos

Notable dates:

- 15th-Oct 15th: Hispanic Heritage Month
- 22nd sundown -24th: Rosh Hashanah

October

 **Mentorship initiative:**
Onboarding new talent for success & Q3 retro

Notable dates:

- Hindu Heritage Month
- National Disability Employment Awareness Month
- 1st sundown - 2nd: Yom Kippur
- 10th: World Mental Health Day
- 11th: National Coming Out Day
- 20th: Diwali
- 27th: National Mentoring Day

November

 **Mentorship initiative:**
Developing people managers and leadership

Notable dates:

- Career Development Month
- Native American Heritage Month
- 19th: International Men's Day

December

 **Mentorship initiative:**
Setting mentorship programs up for success in the new year

Notable dates:

- End of year holidays
- 25th: Christmas
- 14th-22nd: Hanukkah
- 26th-Jan 1st: Kwanzaa

Monthly Breakdown

January mentorship initiative: Building your mentorship framework

Whether you're launching a new mentorship program or enhancing an existing one, the start of the new year—and National Mentoring Month—is the perfect time to set the stage for success.

Mentorship programs can be lackluster if the program doesn't align with broader business goals. Define clear objectives that address specific challenges and contribute to overarching business priorities. Perhaps you want to increase employee retention by 10% or boost internal promotions within a specific talent group.

Here are some signs your mentoring program is set up for success:

- ✓ **Defined purpose:** Simply having a program shouldn't be the ultimate goal. Establish clear goals and objectives that connect to your business priorities.
- ✓ **Measurable progress:** Monitor program health (participation, engagement, completion), and analyze how mentorship influences key business metrics like engagement, promotions, and retention.
- ✓ **Buy-in from stakeholders:** If leaders and executives aren't fully committed, it can be challenging to get the rest of the organization to participate.
- ✓ **Dedicated resources:** Invest in resources like a program manager or mentorship software to support your program effectively.

General mentorship resources

★ Build mentorship experiences that drive engagement and retention with [10KC's Mentorship Solution](#).

👤 Customer spotlight: see [how GE build a mentorship program](#) with 80% adoption that drove engagement and development.

📖 Dive into our workbook and consider these [6 key steps to build a mentorship program that drives business results](#).

📌 At a roadblock? Explore these [5 mentoring challenges and solutions](#).

📌 Is your team hybrid/remote? Dive in and learn [how to build a mentoring program for hybrid work environments](#).

Notable dates

- National Mentorship Month
- 7th: I Am a Mentor Day
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- 20th: Martin Luther King Jr. Day
- 25th: Thank Your Mentor Day
- 27th: Holocaust Remembrance Day
- 29th: Chinese New Year

“



“Build around your team members. Make sure that this is something that they want and need. I think oftentimes HR departments tend to implement programs just because it's what's done. The “let's just do it because that's what we do” mentality just doesn't work for the ever-evolving needs of today's workplaces.”

Michelle Rojas, Associate Director of DEI at Spring Health

February mentorship initiative: Empowering a diverse workforce

During Black History Month, explore how mentorship empowers all employees by creating a more vibrant and inclusive workplace.

Many organizations struggle to retain employees from diverse backgrounds because they fail to invest in development. Mentorship provides crucial support that can enhance DEI outcomes and help *all* employees reach their full potential.

By strategically connecting employees to bridge differences, collaborate, and foster cross-cultural understanding, you'll create a richer, more dynamic work environment. This leads to increased innovation, improved employee engagement, and stronger business outcomes.

💡 Representation of equity-seeking groups at management level increases by up to 24% with a mentoring program.³

DEI resources

★ [10KC's DEI Solution](#) empowers diverse talent to further a sense of belonging within the organization.

📖 Here's how to [create an inclusive work environment during black history month and beyond](#).

📄 Find out how [Spring Health decreased attrition of diverse talent by 50% with mentorship](#).

📄 [Conduct a DEI audit](#) to assess your performance and determine how you're progressing against goals.

Notable dates

- Black History Month
- 20th: World Day of Social Justice
- 28th-March 30th: Ramadan

March mentorship initiative: Expanding into sponsorship

March is the month to take mentorship a step further. While mentors offer career insight and advice, sponsors take that career strategy and help put it into action. Sponsors have leverage and influence within the organization to create opportunities for their sponsees. Given that it's Women's History Month, it's worth noting that 56%⁴ of senior executive women agree that sponsorship is a key success factor in their career.



"[Sponsorship is] where you encourage and incentivize leaders to move from just engagement to real and apparent advocacy, where you understand the talent you're working with and you're willing to engage in those high stake opportunities to see the potential that these folks have and drive the progress forward."

Jarvis Sam, former Chief DEI Officer of Nike

Sponsorship resources

★ Boost career advancement and create growth opportunities for your team with [10KC's Sponsorship Solution](#).

📄 [Understand how sponsorship and mentorship differ](#).

📄 Review [10 expert takeaways to build a successful sponsorship program that enhances mentorship efforts](#).

🎥 Watch this [Sponsorship Q&A with Jarvis Sam, former Chief DEI Officer of Nike](#).

👤 Women's History Month customer spotlight: Hear how [Coupa championed a women's mentorship program](#) in a male-dominated workforce.

Notable dates

- Women's History Month
- 7th: Employee Appreciation Day
- 8th: International Women's Day
- 31st: International Trans Day of Visibility

April mentorship initiative: Measuring success: Q1 retro

As the first quarter concludes, April invites reflection on the progress of your mentorship initiatives. Evaluate the impact of your programs, gather feedback, and identify areas for improvement.

Monitor program health indicators like participation, engagement, and completion rates. Analyze how mentorship influences business metrics like employee engagement, productivity, promotions, retention, and satisfaction.

This Q1 retro ensures that your mentorship framework remains dynamic and responsive to the evolving needs of your workforce. Plus, measuring ROI is vital to demonstrate value and secure ongoing support.

To effectively track the impact of your mentorship initiatives, consider utilizing the right tech platform. As an added benefit, a good tool won't just help measure impact; it will help you build, scale, and manage your programs as well.

Q1 measurement resources

★ Gather all the insights you need to ensure you're staying on track with your talent development goals in [10KC's Data Dashboard](#).

📄 Here's a breakdown of various objectives and [how to measure the business impact of corporate mentorship programs](#).

📄 Here's how to [get actionable employee feedback from mentorship programs](#).

📄 Understand [the role of strategy and data in building a connected workforce](#).

Notable dates

- Arab Heritage Month
- Autism Awareness Month
- 29th sundown -30th: Eid al-Fitr

May mentorship initiative: Addressing employee burnout

In honor of Mental Health Awareness Month, May focuses on the critical topic of employee well-being by addressing burnout.

77% of employees have experienced burnout in their current roles, with over half experiencing burnout more than once in their careers.⁵ You can help prevent burnout by:

- Building workplace community
- Creating a sense of purpose and alignment
- Prioritizing psychological safety
- Fostering honest and open mentor-mentee relationships
- Providing the right support and resources

How does mentorship play a role? Consider exploring strategies for mentors to support mentees navigating burnout, and discover resources to promote mental health awareness.

Employee burnout resources

★ 10KC's expert-backed [burnout solution](#) is designed with your employees' unique lived experiences in mind

📄 Learn how [creating a culture of mentorship and connectivity can help prevent employee burnout](#).

📄 Here's how to [build employee connections in the workplace that foster engagement, collaboration, and a stronger culture](#).

Notable dates

- Mental Health Awareness Month
- Jewish Heritage Month
- Asian Heritage Month
- 5th: Cinco de Mayo
- 17th: International Day Against Homophobia, Transphobia, and Biphobia

June mentorship initiative:

Cultivating connectivity, belonging, and inclusion

Happy Pride Month! June is dedicated to building a workplace culture that thrives on connectivity, belonging, and inclusion.

Mentorship is an incredibly powerful tool for fostering a sense of community among employees and breaking down silos. Here are some ideas to consider:

- Facilitate mentor-mentee relationships between employees with different backgrounds to break down barriers and build bridges.
- Provide resources for participants on effective communication, active listening, and building rapport with people from different backgrounds.
- Promote allyship through ERGs, events, and learning sessions to provide encouragement and understanding.

Belonging & inclusion resources

📖 Learn [how ERGs can improve the work experience](#) for underrepresented employees.

🗣️ Hear how top B/ERG leaders from RBC, VillageMD, and Thoughtworks [build inclusive mentoring programs](#).

📖 Here's [how to celebrate Pride at work](#).

📖 Check out how RBC [drives inclusion with an Indigenous Mentoring Experience](#)

Notable dates

- Pride Month
- Indigenous History Month
- 1st: Global Parents Day
- 19th: Juneteenth

July mentorship initiative:

Nurturing early talent & Q2 retro

July turns the focus towards early talent development. How can you best support your summer interns? What are you doing to help drive the careers of entry-level employees and new grads?

Explore strategies for nurturing emerging leaders within your organization and leverage mentorship as a key driver for their growth.

Additionally, use this month to reflect on the first half of the year, adjusting your mentorship initiatives based on valuable insights gained during Q2.

💡 76% of Gen Z see learning as the key to career advancement.⁶ 65% of younger employees will leave their current employer for mentorship opportunities.

Early talent resources

⭐ Support early talent – interns, co-op students, and new grads – with [10KC's Early Talent Solution](#).

📖 Get tips to help you [create an early career mentorship program that really works](#).

📖 [Empower recent grads with structured onboarding experiences](#) (tailored for professional service firms but applicable to all).

🗣️ Understand [how to create a motivating culture that enables internal mobility and uncovers hidden potential](#).

Notable dates

- 24th: International Self Care Day
- 31st: National Intern Day

August mentorship initiative: Keeping workplace culture alive through change

August addresses the importance of preserving workplace culture during times of change.

There are many things that can affect workplace culture, including but not limited to:

- Shifts in team structure
- Mergers and acquisitions
- Remote and hybrid work
- Return-to-office (RTO) initiatives

When navigating organizational shifts, mentorship can play a vital role in maintaining a sense of trust in the organization, alignment, connection, engagement, and retention.

Workplace culture resources

★ Integrate and align teams during change with [10KC's Culture Integration Solution](#).

📄 Break down [culture integration strategies](#) you can leverage to effectively achieve company cultural alignment.

📄 Understand how to better [equip leaders with the skills they need to lead change](#).

👤 Learn how to [navigate transformation with confidence](#) from Leading Change expert Catherine Brown (previously at Google, Nike, EY, and Singularity University).

📄 Want to ensure a positive culture as you establish RTO policies? [Unlock RTO strategies for an engaged workforce](#).

Notable dates

- 14th: National Financial Awareness Day
- 26th: Women's Equality Day

September mentorship initiative: Breaking down knowledge silos

As summer winds down, it's time to refocus on strengthening employee connections to break down knowledge silos. Valuable knowledge often gets trapped within individuals or teams, hindering collaboration and leaving potential untapped.

📌 **Remember:** Individual mentorship isn't the only way to help employees build networks and break down silos. Group learning experiences and interactive sessions, like AMAs or roundtables, provide valuable opportunities for cross-functional learning and relationship building. This ensures every employee has access to the leaders and subject-matter experts they need to grow, collaborate, and share knowledge effectively.

Social learning—where employees learn from colleagues, peers, and mentors—uses the power of relationships to accelerate skill development and foster a culture of continuous learning. By fostering a culture where knowledge flows freely, you can unlock hidden potential, drive performance, and build a more agile and adaptable workforce.

Knowledge sharing resources

📄 Understand [why knowledge sharing is essential](#) and practical ways to build a culture that supports it.

📄 Take a deeper [look at the challenges and impact of employee connection and how to break down silos](#) in the modern workplace.

★ Discover how [10KC helps unlock connections and knowledge-sharing](#) to boost productivity, retention, and performance.

Notable dates

- Hispanic Heritage Month (Sept. 15-Oct. 15)
- 22nd sundown -24th: Rosh Hashanah

October mentorship initiative:

Onboarding new talent for success & Q3 retro

In October, explore strategies to integrate mentorship into onboarding processes, ensuring that new hires feel supported. Also take this month to reflect on Q3 outcomes.

While 50% of new employees intend to leave soon, that skyrockets to 80% due to poor onboarding.⁷ New hire attrition can also bring huge financial costs, with estimates ranging from 50-200% of their salary.⁸

The typical onboarding process often centers heavily around processes and paperwork. But what's often missing in the mix is a deliberate social process for integrating employees into the company culture. Consider matching new hires with seasoned employees for a guided experience focused on learning company know-how and broadening their internal networks.

Onboarding resources

★ Make new employees' onboarding experience exceptional with [10KC's Onboarding Solution](#).

📄 Understand the [risks of poor onboarding and how social integration helps](#).

📄 Want to improve your onboarding process? [Learn how 10KC uses a social approach to integrate new hires](#).

Notable dates

- Hindu Heritage Month
- National Disability Employment Awareness Month
- 1st sundown - 2nd: Yom Kippur
- 10th: World Mental Health Day
- 11th: National Coming Out Day
- 20th: Diwali
- 27th: National Mentoring Day

November mentorship initiative:

Developing people managers and leadership

November emphasizes developing effective managers and empowering leadership. How can you leverage mentorship to support people managers and set up your company's leadership for future success?

In order to ensure the teams at your organization reach their full potential, managers need opportunities to learn and grow. And with constant workplace changes, your leadership must adapt to evolving expectations.

A community-driven mentorship approach expands networks and cultivates shared responsibility for development. Equip managers with strong leadership skills and identify high-potential employees for targeted development programs.

💡 53% of people managers say they feel unprepared to lead in the new world of work.⁹

Manager and leadership development resources

★ Build better people managers with [10KC's Manager Effectiveness Solution](#).

★ Empower leadership with [10KC's Leadership Development Mentoring Solution](#).

📄 Break down [effective tactics to help you elevate manager development](#).

📄 Review tips to [develop successful leadership mentoring programs](#).

Notable dates

- Career Development Month
- Native American Heritage Month
- 19th: International Men's Day

December mentorship initiative: Setting mentorship programs up for success in the new year

The final month of the year is dedicated to reflection and preparation. How can you set mentorship goals and strategies that align with the evolving needs of your organization in the year to come?

Assess the overall success of your mentorship programs throughout the year, celebrate achievements, and identify areas for enhancement. This initiative ensures a continuous cycle of improvement and success.

Notable dates

- End of year
- Holidays (Hanukkah, Christmas, Kwanzaa, New Years)

General mentorship resources

★ Easily design, deploy, manage, and [scale personalized mentorship Learning Pathways with 10KC](#).

📺 Hear from 10KC Program Innovator awardees at Horizon Media about [how they scaled an enterprise mentoring program employees love](#).

📺 Check out [how PwC used 10KC to create a connected culture in a hybrid workforce](#).

Your mentorship initiatives have the potential to serve as a catalyst for substantial positive change. By cultivating a company culture centered around continuous improvement, development, engagement, connection, collaboration, and community, you're shaping an organization where both employees and overarching business goals can flourish throughout the year. Happy 2025!



"Most organizations rely on everyone to be a naturally amazing mentor or sponsor. Stop making people have to be naturally gifted at sponsorship and mentoring. That's where platforms like 10KC come in – to provide them with the conversation guides, the nudges, all of these experiences – so that you can now 10x or 20x the amount of people that are ready to do this because they're enabled."

- Dave Wilkin, CEO, 10KC

10KC is an all-in-one platform that helps enterprises build, scale, and measure inclusive mentorship initiatives to drive better employee engagement, retention, and development.

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Want to learn more about building your
mentorship programs with 10KC?

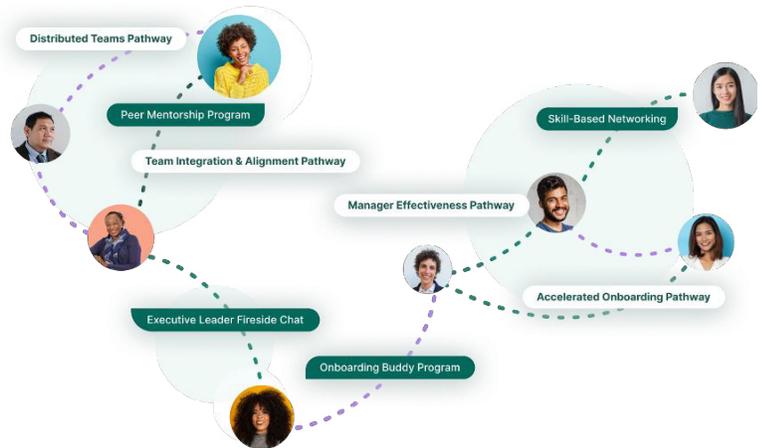
[MEET WITH US](#)

About 10KC

10KC goes beyond simply connecting employees; we build purposeful relationships between employees to facilitate knowledge transfer and skill development. Our platform is designed to ensure employees gain the skills they need, while directly addressing your organization's objectives and driving business results. That's why we're trusted by 200+ global companies to deliver mentorship and social learning at scale.

Build Personalized Learning Pathways That Drive Organizational Growth

With 10KC's Learning Pathways, you can blend a mix of engaging experiences into a tailored learning journey, automatically deliver it to specific talent groups, and track how each connection makes meaningful progress against your talent priorities. Plus, we'll do the heavy lifting with high-quality, bias-free matching algorithms that create targeted connections, automated invites sent right in the flow of work and nudges that keep everyone moving along in their learning journey.



By seamlessly integrating diverse social learning experiences into customizable pathways, we ensure that your talent development efforts drive performance, and foster a culture of continuous growth, while freeing up your administrative resources.



Diverse Learning Experiences that Reinforce Skill Development

Serve up something for everyone through a variety of social learning formats that all work together to keep skills sharp and knowledge flowing. Whether it's mentoring, group learning sessions, or networking, you can customize a mix of experiences to fit the specific needs of your talent groups and ensure everyone's engaged and moving towards your goals long-term.

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

Expert-informed Learning Content that Accelerates Talent Development

Propel your people and your business forward with off-the-shelf pathways designed by top industry experts. Our extensive catalog of content addresses a wide range of critical talent and business needs. Whether you choose to use our pre-built templates, customize them to your needs, or easily upload your own content, our platform provides a flexible solution to accelerate your talent development and achieve your business goals.



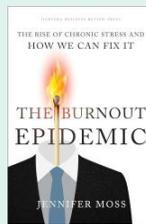
Catherine Brown
Founder,
Taybridge Leadership



Jennifer Moss
Author, The Burnout Epidemic



Rachel Williams
Chief Diversity & Inclusion Officer,
The Motley Fool



The Real Enterprise-ready Solution



Highest level data assurance

Enterprises choose 10KC because of our truly comprehensive approach and profound understanding of security, privacy, risk, and reliability. We care about it so much that we list everything your Procurement or IT team needs to know [here](#).



Seamless integrations that drive adoption

- Sync user data to get robust, real-time insights
- Enable user access across your existing tech stack to drive usage
- Engage users via notifications and reminders



Implementation and service excellence

Our support framework backed by global expertise and a dedicated customer success team, ensures your mentorship program thrives. The self-directed resource hub provide you best practices and a wealth of information to empower you to manage your program effectively.

Client List & Testimonials

Join the hundreds of companies who've trusted 10KC with scaling their mentorship initiatives to drive engagement, promotion, and talent retention.



"It became a very strong business need to make sure that amazing talent felt like the company was investing in them. We were listening to their needs, building a solution, and then investing in that solution for the sake of their development. [...] It became an argument that was self made. It's kind of a no brainer. We can decrease attrition, save money for the company, but then also really improve the overall employee experience." - **Michelle Rojas, Director, People Business Partner, Spring Health**



"10KC has been a tremendous resource for us, even since the launch. [...] You all understood from the beginning that we are not a template organization. We're not seeking cookie cutter solutions. We need to leverage the platform and the technology, but we also have to leverage the insights that we have about our people in our organization and what we know needs to be done to maximize results. And you have all listened, partnered, and been patient with us. 10KC caught our eye with the technology and the capabilities. But you really gained our trust with how you've shown up with and for us at each step along the way." - **Latraviette Smith-Wilson, Chief Marketing and Equity Officer, Horizon Media**

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