

"We know it's true that mentorship is the way that we share learning and culture and build leadership capacity. So let's get there faster."



David Simmonds
SVP, Global Chief Communications and Sustainability Officer, Canada Life

Hi there,

As you wrap up the year and start planning for 2025, don't forget to leverage mentorship as a strategic initiative.

January is National Mentoring Month – the perfect time to launch (or reinvigorate) mentoring initiatives that go beyond basic connections and drive real impact for both employees and the business.

In our final newsletter of the year, we're sharing inspiring stories from HR, DEI, and L&D professionals who are using mentorship to achieve incredible outcomes. Plus, we've got a few resources to help you build a more strategic mentoring program in 2025.

Here's to an impactful year of mentorship!

- The 10KC Team

New to corporate mentoring?

Here are 5 steps to set up a thriving mentorship program in 2025.

Ready to refresh your program?

Get actionable strategies to build strategic mentorship programs that drive results.

GET THE TIPS

GET YOUR CALENDAR

★ **10KC Customers: Impactful Mentoring Stories**

Curious how leading organizations are utilizing mentorship programs to drive business goals?

CI Financial is connecting senior executives with high potentials to drive development and cross-functional collaboration.



Sarah Schroeder
Head of HR Business Partners Canada



"The program for CI Financial is going to be a matching of senior executives with up and coming talent and leadership across the organization. We have a **goal of matching people with people they wouldn't normally work with.** [...] Wealth management is a very complex business. So many people have to touch something from when the client first comes to an advisor to when a transaction gets processed. And we often just don't have enough dialogue between our teams to know what's really happening in the business. So with mentorship programs, **it's really a chance to learn more, both on a personal level, but also about what's going on in the business to create a more agile and open, open minded organization.**"

👉 Hear more from CI financial [HERE](#)

Spring Health scaled mentorship across their organization and cut the attrition of diverse talent in half.



Michelle Rojas
Associate Director, DEI



"People want to work for companies where they feel heard and they feel validated. This program has allowed us to really close the loop on that story. At the very beginning, my story was, 'I'm hosting this listening session because **attrition rates are at 32%.**' And now the story is, 'Thank you so much for trusting us with your experience. Here's what we did about it. And **today we're at 15%.**'"

👉 Read more about Spring Health's mentorship program [HERE](#)

Maple Leaf Sports & Entertainment built a mentorship program that improved leadership skills and enhanced cross functional collaboration.



Tiffany Smye
Senior Director, Talent, Learning & Development



"Our VPs were increasing and **enhancing their communication skills** [...] They were nurturing; they were coming in prepared. They were understanding how to **create space for all the voices** in the room, which we needed to strengthen an executive end. But when we looked at collaboration, that was where we started to see people **solve problems outside their silos.** Not because we stuck them in a room and said, here's a business case to solve. It wasn't conversations related to our business. It was just getting to know each other. And through that, we saw **cross functional collaboration.** To solve business problems, you have to enable people. You can't expect they're going to do this on their own."

👉 Hear more from Tiffany in an on-demand webinar [HERE](#)

Girls Who Invest expanded mentorship and improved mentor-mentee matching for college women and non-binary individuals with seasoned investment professionals.



Abby Garrambone
Career Development Manager



"We're **very thoughtful in terms of how we go about matching** in many different areas of our program. The [10KC Smart Match] solution was really important for us to know what kind of criteria we could match based on, and that the relationship between mentor and mentee felt natural."

👉 Hear more from Girls Who Invest [HERE](#)

Horizon Media scaled purpose-driven mentorship across a geographically dispersed team.



Fatima Winfrey
Vice President of DEI and Belonging



"We have a **metric inside of 10KC to see if people feel more connected**—or feel like they understand a little bit more about what their colleagues do—that's consistently high for us on a metric standpoint. Then, career development and personal growth to make sure people are actually receiving something from this program that helps them **become stronger professionals at the end of each mentorship session**—that is continually measured highly for us. We've been excited to see how the numbers come in and build around it from an **employee engagement** standpoint. It's been so valuable to have the qualitative and quantitative data to be able to point back to as we build additional solutions inside of our organization."

👉 Read more of Horizon Media's story [HERE](#)

👏 **Ready for your mentorship program to reach its full potential?**

MEET WITH 10KC

