



Ten
Thousand
Coffees

Women's Mentorship Program Solution Overview

Advance women in the workplace with opportunities that boost engagement, promotion & retention



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Overview

Mentorship advances Women's careers.

When mentorship is informal and left to chance, we see that men choose to mentor other men over women. This negatively impacts women's careers and offers fewer opportunities for advancement. For every 100 men that are promoted, only 87 women are and that number drops to 82 for women of color.

Women and women identifying professionals need intentional support in their career development. Using mentorship programs, organizations can support women in the unique challenges they face in the workplace by providing them mentors who can offer guidance and advice that long-term can help close the gender gap.



"Women in business provide endless value at every organizational level and by increasing diversity, you drive better business outcomes. Their development should be prioritized as companies work towards achieving success and equity in the workplace"

Dave Wilkin, Co-founder, 10KC

Mentorship drives career development, retention and advancement for women.

Here's what we know:

- ✓ Senior men are 12x more likely to hesitate having 1-on-1 meetings with women
- ✓ Mentorship is critical for career success but 63% of women have never had a mentor.
- ✓ Senior women are key drivers for sponsorship in organizations as they take a 2.5x more sponsorship load than their male counterparts.



The problem? Programs dedicated to accelerating women's careers are few and far between. Women face many barriers in the workplace, accessible mentorship being one, and this has negative impacts on their career.

Solution

10KC is the only all-in-one platform for inclusive mentoring and networking that drives better employee engagement and retention.

We help employees get the skills and relationships they need to succeed. We do this by providing software that delivers:

REACH & SCALE

Scale your talent initiatives by matching 1000s of mentees and mentors in your organization with the click of a button.

MEANINGFUL CONNECTIONS

Create an equitable culture of opportunity through high-quality matches by delivering a 98% match rate.

EASY TO USE

Our software is easily embedded in your everyday life. We can use employees' personal emails which makes it convenient and accessible.

MEASURABLE RESULTS

We provide data on employee sentiments, skill development and program insights – all in real-time, making the feedback actionable.

FLEXIBLE DEVELOPMENT PROGRAMS

We provide off-the-shelf programs for all of your employees. Already have a women's mentorship program? Great! Use our platform to deploy it.

REWARDS PARTICIPANTS

Our platform recognizes the mentors that are advancing emerging talent at your organization in real time.

The best part? Your employees will love 10KC. Here's what our past participants say:

97% want to continue their relationship/ connection post-program:

- **49% as a mentor**
- **29% as a sponsor**
- **50% as an informal connection**

88% said the program helped them make progress towards their development goals

93% want to be notified about future program offerings



Women's Mentorship Program

📅 16 weeks

Selected

• Belonging at work	56%	10% ▲
• Strategic management	45%	5% ▲
• Communication	42%	12% ▲
• Confidence	38%	7% ▲

Effective Women's Mentorship Strategy

What makes an effective women's mentorship program?



Winning Ideas

Skill Development Tailored to Women

Mentoring experiences need to be tailored to the audience they are serving and the unique needs of the participant. For women, programming must address the unique challenges they may face in the workplace.



Build and Broaden Women's Networks

The benefits of networking are endless; 80% agree it's essential to career success. But, women are still facing barriers with 60% of male managers being uncomfortable mentoring women.



Formalized Programs

When we leave mentorship to chance, it results in diverse populations receiving less access to mentorship opportunities and career progression. With only 37% of women having a mentor, intentional formal programs are needed.



Strong Matches

Women need mentors who can understand their lived experience and can provide advice on how to reach their individualized goals and interests.



10KC Solution

Women-First Programming

Our program is built by women, for women and focuses on what women need most in the workplace. Our science-backed curriculum and Office Hours support common challenges women face in building the visibility and relationships needed to advance.

Community Approach

When participants join 10KC, they are getting more than a single match. They get access to a mentor, senior leaders and a network of peers. This works to drive career pathing and a sense of belonging.

Real-Time Data

This program is built to yield the positive career outcomes that women in the workplace need. Real-time data dashboards allow you to make insights and take action where more support is needed on the fly.







Promote Equitable Outcomes

Fostering equitable and positive career outcomes for women in the workplace is an intentional decision. 10KC ensures employees receive a mentor who has shared interests and goals, bias-free.

How it Works

Boost women's careers through tailored development experiences.

10KC Features

Program pairings	
 Amal Sponsor	↔  Michaela Sponsee
 Alana Sponsor	↔  Kim Sponsee
 Arielle Sponsee	↔  Christine Sponsor

WOMEN'S PROGRAM TOPIC

Mastering Difficult Conversations

WOMEN'S PROGRAM TOPIC

Creating a Personal Brand

Mentorship Programs

Initiate guided 1:1 conversations with a structured curriculum customized for mentors and mentees to ensure the building and broadening of networks and skill development.

Already have a great program? Use our platform to deploy it at scale.



Outcome(s)

- ↑ Career Development
- ↑ Intent to Stay
- ↑ Sense of Belonging

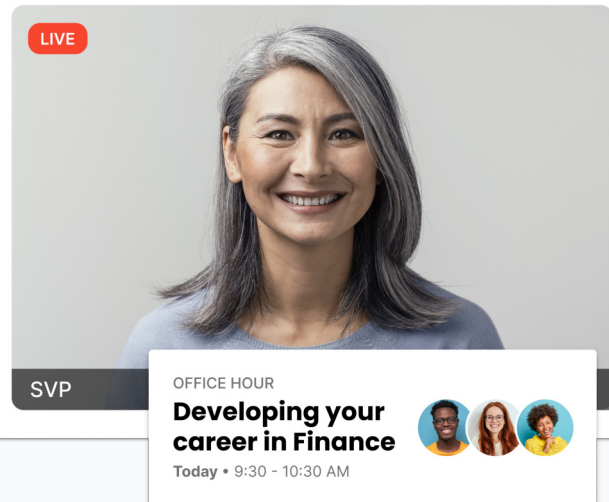
Office Hours

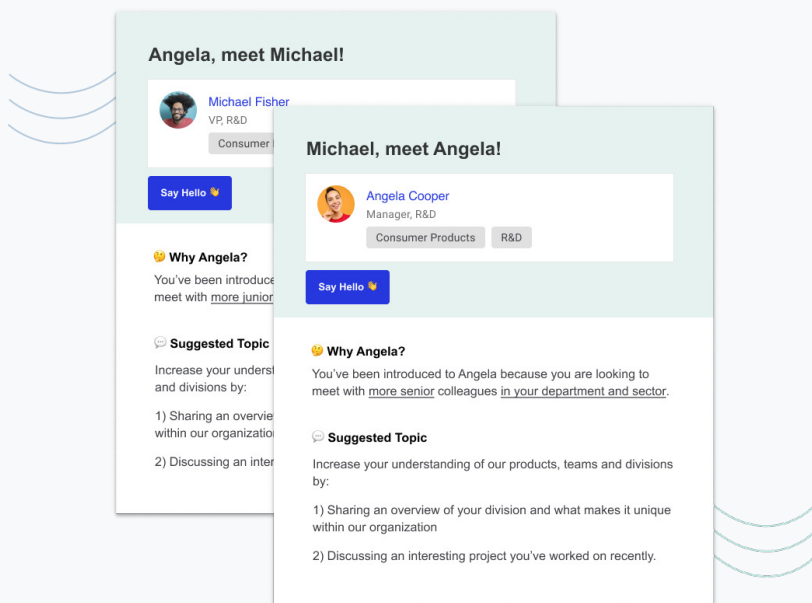
Provide mentees with group learning opportunities to connect with leaders and have discussions around advancing women in the workplace.



Outcome(s)

- ↑ Career Advice
- ↑ Career Insights
- ↑ Professional Development





Introductions

Work at strengthening the networks of women in your organization by connecting them with other participants and leaders.

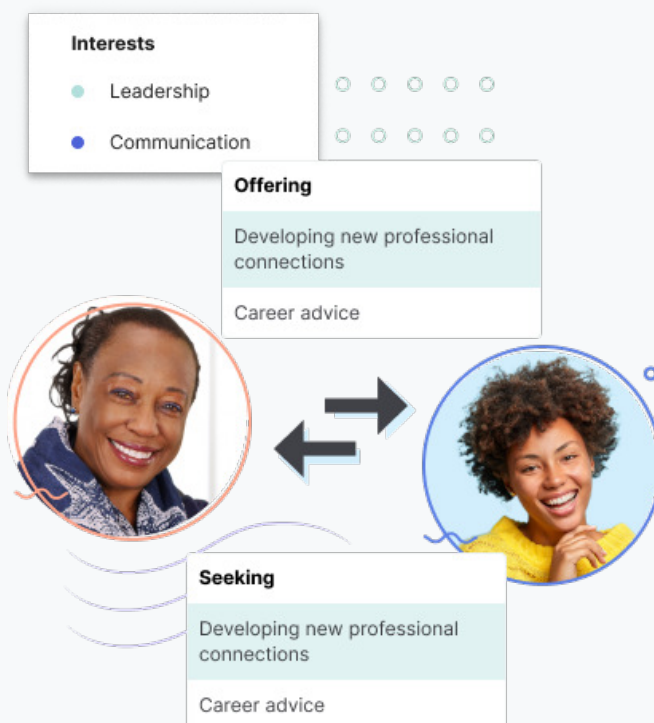


Outcome(s)

- ↑ Connection to Colleagues
- ↑ Networking Skills
- ↑ Cross-Team Collaboration

Mentorship dedicated to advancing women's careers lead to:

- ✓ Promotions
- ✓ Stretch assignments
- ✓ And overall career development



Employee Experience



Michaela Fisher (she/her)
Marketing Manager at CompanyCo

Management Level

Marketing

New York

Women's Alliance • Black Professionals Network

Before

This is Michaela.

- Michaela is a marketing analyst at CompanyCo and is looking to grow at the company but feels siloed.
- She wants to build her network for career advancement opportunities
- How can Michaela get career advice and build her network for more opportunities at CompanyCo?

Michaela's 6-month 10KC Experience

→ Women's Mentorship Program

Six 1:1 Guided Conversations + Structured Curriculum with a Mentor (running 6 months) where Michaela will have tailored discussions around her professional development with a mentor.

→ Networking Opportunities

Following the program, she'll receive 6 targeted introductions to support her career path and professional development goals. She can expect connections within and across functions, skills, and locations at CompanyCo.

→ Access to Leaders

Throughout the year, she'll have attended 4+ leader-led events. This will increase her visibility and connection to broader leadership.

After

- Michaela has a close mentor & strong network of connections across the organization.
- She's developed the skills and relationships she needs for advancement opportunities.
- Michaela is confident that she can excel and grow at Company Co.

Sample Women's Mentorship Program

Women face countless barriers when advancing in their careers. We make it easier by designing an experience that ensures success using our SmartMatch technology and Discussion Guides.

Sample Women's Mentorship Program

- **Meeting 1:** Goal Setting & Getting to Know Each Other
- **Meeting 2:** Creating a Personal Brand
- **Meeting 3:** Strengthening Your Network
- **Meeting 4:** Mastering Difficult Conversations
- **Meeting 5:** How to Beat Burnout
- **Meeting 6:** Reflection & Next Steps



48% of women leaders have left their jobs for opportunities for advancement.



Beyond Women's programs, we offer a variety of Mentorship programs from our pre-built library that allows you to have a program up and running in minutes. Have something specific in mind? Pick the solution of your choice:

High Potential Program

Black Professionals
Mentoring Program

Indigenous Professionals
Mentoring Program

LGBTQ+ Mentoring
Program

Diverse Talent
Mentoring Program

and more

Our team will work with you to design programs tailored to meet your diversity, equity and inclusion needs.

Business & Program Outcomes

At 10KC, we pride ourselves on delivering a solution that drives measurable outcomes.



Key Business Outcomes

- ↑ Engagement
- ↑ Promotion
- ↑ Retention
- ↑ Inclusion

When employees feel a sense of belonging there's a 56% increase in job performance

Key Participant Outcomes

- ✓ Connect with other women to cultivate belonging
- ✓ Build a network of 12+ connections that drive advancement opportunities
- ✓ Greater confidence in applying for promotions within
- ✓ Gain visibility to corporate colleagues and leaders
- ✓ Develop skills needed to build your career
- ✓ Foster meaningful relationships with trusted sources in the organization



Client List & Testimonials

Join the hundreds of companies who've trusted 10KC with scaling their Women's Mentorship Solution to drive career development, retention and advancement.



"The modern approach to mentoring is leveraging technology. Often times mentoring programs are pen to paper, or Excel files - it's a manual process. With Ten Thousand Coffees' smart algorithms and data matching we have an opportunity to capitalize in a really meaningful way, and embed this in our wider talent management systems. We're able to track progress and success."

Elizabeth Nelson
Director, Diversity & Inclusion



THOMSON REUTERS

"We're building a diversity and inclusion roadmap that's focused on impact, that'll be measured and communicated to our employees. Through technology and tools like Ten Thousand Coffees, our hope is that we'll democratize access to networks. We're looking to scale up because everyone needs to be part of the conversation."

David Simmonds
SVP Communications



Our Solutions



10KC is an all-in-one enterprise platform for Mentorship, Connectivity, DEI, Onboarding, Early Talent and Leadership Development.



Mentorship

Enable employees to reach their career goals through effective mentor-mentee relationships.



Connectivity

Build culture and a sense of belonging by fostering connection among employees.



Diversity, Equity & Inclusion

Advance the development and careers of diverse employees and allies.



Onboarding

Accelerate employee productivity and belonging through buddy programs, networks and culture-building solutions.



Early Talent

Give Early Talent (interns, new grads) the connections, skills and support needed to jumpstart their career.



Leadership Development

Develop and grow high potential talent and people managers to lead in the new world of work.

Ten
Thousand
Coffees

Trusted by the world's leading
employers to create best-in-class
talent development experiences



McKESSON

