

Measuring Mentoring Software Value: Building a Business Case

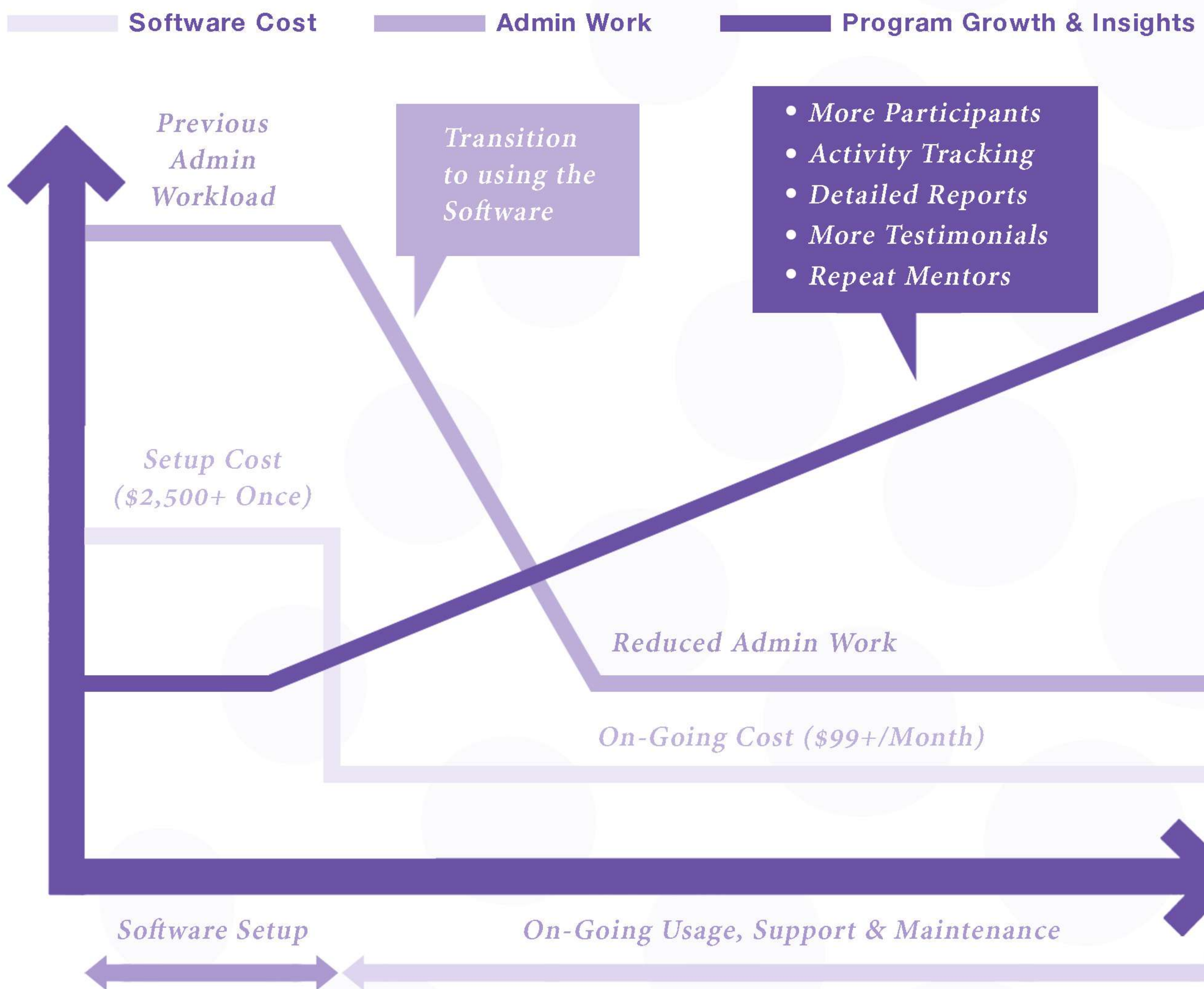
Metrics or KPIs (Key Performance Indicators) are methods of measuring activity, outcomes and demonstrating the ROI (Return On Investment) of your software.

What is the ROI of using mentoring software to support the management of a mentoring program?

- Process Automation
- Interactive Curriculum
- Participation Insights
- Program Growth



Software frees the Mentoring Program Manager to spend time with participants and help them achieve their goals. Also, time becomes available to develop corporate partnerships and grow the program.



Key Metrics:

- Volume of Mentees & Mentors
- Number of Matches & Meetings
- Milestones and Goal Completions
- Survey and Poll Results
- Diversity & Inclusion Insights
- Testimonials and Program Feedback



For Talent Acquisition

Interns that choose full-time employment



For Talent Management

Mentees who obtain improved performance



For Talent Promotion

Mentees who secure a new role or promotion



For Talent Retention

Recruitment costs savings

Mentoring Program Costs:

- Mentoring software setup and on-going subscription
- Management time to organise the program
- Administrator's time to run the program
- Third party tools (e.g. Survey Monkey, MailChimp)
- Mentors time
- Mentees time

“71% of Fortune 500 companies have mentoring programs. Why? Because investing in leadership capability pays off in performance, productivity and innovation” - Centre for Workplace Leadership 2016

