

# Sage Mentors Inc.

## Case Study

2005

### Major Canadian Financial Institution – e-Based Mentoring Toolkit

#### Assignment:

Create and develop an Intranet mentor and protégé toolkit

#### Goals:

- To provide access to resources supporting self-directed mentorship as a first step to offering formalized post-pilot mentorship programs and setting the ground-work for creating a “development culture”
- To establish the resource that would support formal mentoring programs in the future
- To implement a tool that supports initiatives in the “Employer of Choice Awards” – for attracting and retaining quality people

#### Context:

- Attracting, developing and retaining identified diversity talent has become a significant issue in major institutions and lack of access to mentors has been identified as a barrier to advancement

#### Sage Mentors Inc. Solution:

- Based on researched best practices in mentorship program design - conceived, designed, and created content to appeal to a broad audience for the Intranet website.
- Created concept of “quick tips” on website to be linked to broader content

#### Results:

- Tool under redevelopment by Sage for customized corporate Intranet tool, available in Spring 2006