

# WHY ONLINE MENTORING ?

## 10 Reasons for Organizations



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# WHY ONLINE MENTORING ?

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## WHAT IS MENTORING ?

Mentoring is the act or process of helping and giving advice to a younger or less experienced person at eye level.

This exchange generally takes place in a professional or academic context.

## WHY IS IT IMPORTANT ?

Mentoring provides an exchange on a neutral level with a person who has the experience and knowledge to help someone to accomplish their goals. Mentoring is one of the most efficient methods when it comes to learning soft skills.

When one teaches, two learn.

The mentee in this exchange acquires confidence and knowledge, whereas the mentor acquires important leadership skills such as active listening and learns how to accept and think from a variety of different perspectives.

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## WHAT IS ONLINE MENTORING ?

Remarkable changes in technology and the workforce have changed human interaction. Meaningful digital mentoring relationships can unlock tremendous potential for organizations in today's world. Online mentoring overcomes geographical as well as social barriers. In order to be successful, online mentoring needs support every step of the way; from the very start to the finish line. Most currently available online mentoring solutions are digital matching solutions. In contrast, we train, match and equip our mentors and mentees with an online conference room where they cannot only see each other via video chat, but can also access live eLearning content.

Whether organizations should implement offline or online mentoring is not an either-or decision, they are complementary. In the end, it is about connecting people based on their skills and needs and about creating meaningful mentorships. We decided to shape the future through meaningful digital human interactions. Learn more about why online mentoring can empower your organization to change the world, one on one.

# 10 REASONS FOR ORGANIZATIONS



## 1. SKILLS-BASED CONNECTIONS

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Online mentoring is able to connect all people who have access to the internet. Through the creation of user profiles and a matching algorithm, tandems are connected based on similar mentoring profiles which enables them to effectively engage in skills-based learning.

Online mentoring promotes the exchange and transfer of know-how. This opens the gate to exciting, meaningful and truly global forms of engagement. ”

- **Anusch Ahmadi**, Senior Product Manager, PayPal



## 2. INTERNATIONALITY

“

Volunteer Vision's digital and multilingual online mentoring portfolio enables us to work like we do in our core business: across borders. The figures speak for themselves with employees in 12 of our worldwide offices helping mentees in over 20 countries. ”

- **Karina Fletcher**, Senior Corporate Responsibility Consultant, Freshfields Bruckhaus Deringer

# 10 REASONS FOR ORGANIZATIONS



## 3. INTERCULTURAL COMPETENCE



As a decentralized global organization, online mentoring enables us to connect colleagues from different cultural backgrounds and to strengthen their collaborative work. At the same time, we foster their intercultural competence. ”

- **Laura Halfas**, Head of Corporate Responsibility, METRO



## 4. SCALABILITY



In three years, 200 of our employees engaged themselves as 1:1 online mentors and helped refugees to improve their German language skills and to prepare for university studies.

The digital solution enables mentoring from wherever you are: Colleagues from offices from 11 different countries participated in this seamless initiative that started with online preparation trainings and ended with online impact measurement reports. ”

- **Alexander Gallas**, Head of Corporate Citizenship Germany, Deutsche Bank AG

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## 5. FLEXIBILITY

“

In the age of new work and everything that comes with, it becomes crucial for us to rethink conventional work patterns and offer flexible learning and engagement opportunities to our employees. Online mentoring is a great chance to unify flexible learning and engagement in one single initiative – creating a big impact with little effort. ”

- **Johannes Riener**, Consultant, Kienbaum Consultants International



## 6. MEASUREMENT

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The digital approach to mentoring makes it measurable, reportable and accessible. All mentoring activities and their outcomes are academically evaluated, trackable in real-time and automatically integrated in the employer’s reporting tools. The tracking of both the quality and quantity of mentoring makes it particularly interesting for us as a social impact investor. ”

- **Angela Lawaldt**, Partner, BonVenture gGmbH

# 10 REASONS FOR ORGANIZATIONS



## 7. NEW TARGET GROUP

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Apart from the offline volunteers we have, online mentoring is a particularly powerful format, especially when it comes to reach and empower the younger generation of digital natives. This is a new form of engagement, and we believe it is an important and innovative way to draw more people into volunteering.”

- **Gethyn Williams**, Head of National Programme, Volunteering Matters



## 8. OVERCOMING BARRIERS

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We connected young people living in SOS Children's Villages in Nigeria and Peru with mentors out of over 10 countries. Many of our children's villages are not located in the capital of the cities where the companies are based and mentors / volunteers are available. And they don't have access to networks to support them on employability skills issues.

Our mission of leaving no one behind, and thanks to the online solution we were able to overcome geographic as well as social barriers and enable them to learn more about their start in a beginning work life. ”

- **Maria Berenguer**, Team Leader Youth&ICT4D, SOS Children's Villages International

# 10 REASONS FOR ORGANIZATIONS



## 9. EMPLOYEE ENGAGEMENT

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Our evaluations have shown that participants feel measurably more engaged with their organizations and employees. For example, employees are more proud to work for their company. Moreover, we see success stories of different target groups where refugees, people with disabilities, and at-risk young adults, becoming employees of the mentor's employer. ”

- **Dr. Suska Dreesbach-Bundy**, CEO, Volunteer Vision



## 10. TAILOR-MADE SOLUTIONS

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We were able to create a tailor-made online mentoring program based on the needs of our participants, in our case, refugees who need access to university education to start a new life. Volunteer Vision developed a mentoring curricula designed to focus on the most vital social skills when it comes to organizing and structuring a daily routine of studying and learning. ”

- **Vincent Zimmer**, Former CEO, Kiron Open Higher Education



# CAN YOU

# IMAGINE BECOMING PART OF OUR MENTORSHIP MOVEMENT ?

- Define the framework of your mentoring project:  
Which target group?  
What content?  
How to measure your impact?
- Kick-off workshop on how to implement our online mentoring program in your organization.
- Participant selection supported by our ready-to-use communication campaigns.
- Preparatory participant training including self-directed training centers and live webinars.
- Automated matching based on similar profiles and professional goals and interests.
- Digital mentoring sessions in our virtual classrooms along with our eLearning libraries.
- Live impact reporting on developed skills, attitude changes and employee engagement.



# **JOIN OUR ONLINE MENTORING COMMUNITY !**

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