

BACKGROUND

Everwise is new kind of mentoring program that connects you with a mentor outside of your company to work for 6 months on a specific professional development goal that you've identified.

To get the most out of this opportunity you'll need to take some time up front identify the one development goal that's highest priority for you today. Our process is designed to help you get to this answer, connect you with the right mentor and support you throughout the partnership.

THE EVERWISE PROCESS

Everwise mentorship cycles typically last six months, allowing you to focus intensely on a stated objective and quickly bring newfound knowledge and confidence back to the business.

PHASE ONE – GETTING STARTED

- **Sign up and goals identification**
You'll complete a brief online assessment and participate in a phone-based interview with a specialized Everwise relationship manager to clearly define and articulate your goals for the partnership.
- **Matching**
Our team matches you with a qualified mentor in our program. While this process usually takes a week or two, in some cases we may need up to eight weeks to find the right mentor.
- **Relationship kick-off**
The relationship manager facilitates your first call with your mentor to make a warm introduction, establish expectations and share best practices for getting the most out of the partnership.

PHASE TWO – ACTIVE PARTNERSHIP

- **Partner meetings**
Partners typically talk for a focused hour each month, trading emails and scheduling short calls as needed in the interim.
- **Check-ins**
The relationship manager checks in with each partner periodically to ensure that things are tracking well, and if needed, makes adjustments.
- **Reporting**
While we do provide summary reports on your progress in the process (e.g., if you've been matched and have connected with your mentor) we never reveal the content of the conversations you have with your mentor; that's held in the strictest confidence.

PHASE THREE – WRAP UP AND RE-ENGAGEMENT

- **Exit interview**
Relationship managers conduct exit interviews (in addition to a brief online survey) focused on qualitative feedback and the measurement of progress against your stated goals.
- **Next cycle goals**
Assuming that you would like to continue with Everwise, the relationship manager captures the information needed to make a new match, or request a renewal of the current partnership.