I E M P

IRISH EXECUTIVE MENTORING PROGRAM

Program Overview

Made possible by:

An Roinn Gnóthaí Eachtracha agus Trádála
Department of Foreign Affairs and Trade

ABOUT

The IEMP was launched by President Michael D. Higgins in New York, in 2012, a collaboration between the Irish International Business Network (IIBN) and the Irish Network – New York (IN-NYC). The purpose of the program was to foster engagement and promote development of new executive and entrepreneur talent in the Irish diaspora.

> “This network is more than just a forum in which to swap stories. You have developed a place where you can share experiences, find a mentor or a mentee and give back generously to your new and adopted communities.
>
> **President Michael D. Higgins, at the New York launch of the IEMP**

President Michael D. Higgins announces the IEMP in New York in 2012

The most positive learning experience of the program’s continued evolution has been that Mentoring has proven to be the most effective engagement tool for both new and existing members of the global Irish business community.

Ever-increasing demand for program participation, along with the onerous administrative burden of a manual program, led the IIBN to seek out a suitable scaling solution. The goal is to scale the program to a meaningful level, in support of executives and entrepreneurs worldwide, with an affinity for their Irish heritage.

In 2014, the IEMP, through one of its sponsor organizations, IIBN NY, received a grant from the Irish Government’s Emigrant Support Program to aide the growth and expansion of this progressive initiative.

The success of the program is contingent on the participation and cooperation of Irish networks everywhere.

KEY MESSAGES

Program Description: The purpose of the **Irish Executive Mentoring Program** (IEMP) is to **engage the global Irish business diaspora** in structured one-to-one **professional development mentoring partnerships**, leveraging the community's knowledge and experience to build connectivity and develop the **next generation of business leaders**, both Irish-born and of Irish descent.

The IEMP is a **voluntary program**, enabled by a grant from the Irish government's **Emigrant Support Program**.

1. **Who are the mentors?**
   Mid- to late-career executives or entrepreneurs, with links to Ireland.
2. **Who are the protégés?**
   Early- to mid-career executives or entrepreneurs, with links to Ireland.
3. **How are mentors and protégés recruited?**
   Participants are recruited from Irish business networks and affinity groups worldwide.
4. **What is the meeting commitment?**
   Typically 1-2 hours per month, on a voluntary basis, remotely via Skype, or similar.
5. **How big is the program?**
   The program is built for purpose and scale, with no immediate limits to the size.
6. **How to get started?**
   Complete a skills, experience and personality assessment on www.IEMP.org.
7. **How are applicants screened?**
   A combination of LinkedIn Auth, online assessment and human review.
8. **How are matches made?**
   Key match drivers are skills and years of experience.
9. **What are the measures of a successful program?**
   The program measures engagement, progress towards goals and satisfaction.
10. **What is the duration of the program?**
    Each partnership lasts for 6 months.

MOTIVATION

Why do it?

MENTOR

Ireland needs any and all of us with experience running businesses abroad to roll up our sleeves and help where we can.

I like to help other people succeed. I'd like to give back to the Irish community.

To help others develop their talents.

A desire to be more engaged with the professional Irish community, and because my past experience as a mentor was very rewarding.

I like sharing the knowledge that I have gained in my rather varied career in the past 20 years and helping people avoid mistakes that I made and the naiivity that I had earlier in my career.

PROTÉGÉ

I need to build on getting my products outside of Ireland and expanding in Europe

Having come through the recession and diversified the business into a specialized niche market - with (I feel! - significant potential for growth) - I need to significantly upscale the operation.

Developing my leadership and operational skills for a position that allows me to learn, have autonomy and develop connections with others in a tech or life sciences related field.

Professionally, I would like to be in more of a business development/ strategy role with a smaller company (and ideally in more of a leadership role).

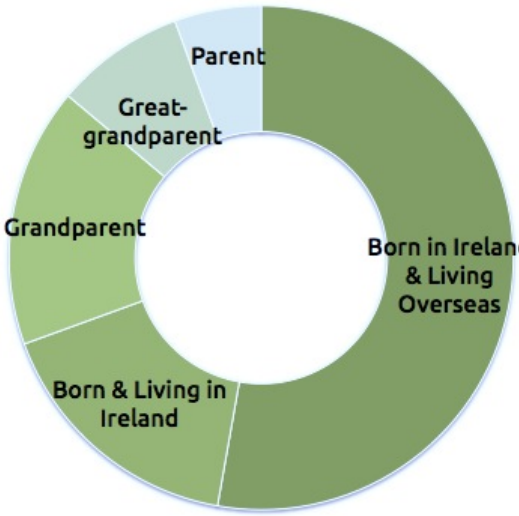
IEMP

EARLY RESULTS

AGGREGATE SNAPSHOT OF FIRST 100 PARTICIPANTS

Mentors	**Age: 43**	**Experience: 20 years**
Protégés	**Age: 29**	**Exp: 8 years**

CONNECTION



LOCATION

THIS IS WHAT AN ACTUAL PARTNERSHIP LOOKS LIKE

Protégé

- **Age:** 26
- **Experience:** 3 years
- **Connection:** Gr-grandp.
- **Profession:** Finance
- **Title:** MD
- **Place of Birth:** USA
- **Location:** New York

Mentor

- **Age:** 52
- **Experience:** 30 years
- **Connection:** Emigrant
- **Profession:** Technology
- **Title:** CXO
- **Place of Birth:** Ireland
- **Location:** Los Angeles

Learn More

To learn more about IEMP or to get started please contact us or visit us on the web.

www.IEMP.org

Engagement

ConnectIreland @ConnectIreland · Nov 28
@IEMPorg We should talk! Whats the best way to connect? Would love to hear more about your work.

Edel Flynn @EdelFlynn · Jan 8
@ColmanLydon @IEMPorg I just checked out the web site looks great! Thank you!

Karen Henry @KarenHenryIE · Jan 14
@ColmanLydon Thanks Colman, @IEMPorg is a very interesting initiative

Kieran Hannon @kieranhannon · Nov 10
@IEMPorg @itlgorg @IrelandSanFran @CianHughes @RonConway signed up, ready to go! #beamentor

Carmel Rafter @RafterCarmel · Nov 9
@IEMPorg An innovative approach by Govt - supporting the development & nurturing of to-morrow's entrepreneurs by to-day's entrepreneurs.

John Breslin @johnbreslin · Nov 8
Irish Executive Mentoring Program has launched - so needed and I really hope it takes off - more info at iemp.org @iemporg

David Bermingham @berminghamdave · Nov 10
@IEMPorg This is a great idea, I hope it goes well for you..will be signing up.

Johann Fox @johannfox · Nov 7
Open to the entire community check out @IEMPorg. Nod to @ColmanLydon! #OpportUnity #NYOpp14

Conor O'Dea @Ursasana · Nov 22
@IEMPorg Delighted to be involved in your great initiative!

APIBF @APIBF2012 · Dec 6
Check out the @IEMPorg the Irish Executive Mentorship Programme funded by @dfatirl @IIBN @IrishChamber @GenEmigration iemp.org

Partners

The IEMP is grateful for the support of some great Irish companies and organizations around the world. Each of them have supported the program through recruitment, promotion and participation. The goal is to build on this network of collaborators, as we drive the program population to tens of thousands of participants and beyond.

The program would not be possible without the support of a grant from the Department of Foreign Affairs & Trade Emigrant Support Program.

Contact

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www.IEMP.org

THANK YOU!