

### PROGRAM OVERVIEW

Extensive research has shown that a Personal Advisory Board accelerates professional development and provides individuals the resources to navigate the challenges that arise in today's business environment.

The Irish Executive Mentoring Program (IEMP) helps drive the growth of well-balanced advisory networks for emerging leaders by connecting them with successful mentors who can help them develop new skills and grow professionally.

### THE IEMP PROCESS

IEMP advisory cycles typically last six months, allowing you to focus intensely on your protégé's stated objective and quickly bring newfound knowledge and confidence back to the business.

#### PHASE ONE – GETTING STARTED

- **Sign up and Goals Identification**  
You will complete a brief online assessment to clearly define your areas of expertise.
- **Matching**  
Our team will match you to a qualified protégé in our program. This process can happen quickly, or may take a few months to ensure a good match.
- **Relationship kick-off**  
Your first call with your protégé is a warm introduction, to 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**  
IEMP will check in periodically to ensure that things are tracking well, and if needed, IEMP can help make adjustments.
- **Reporting**  
While we do provide summary reports on your progress in the process (e.g., if you have been matched and have connected) we never reveal the content of the conversations you have with your mentor; that is held in the strictest confidence.

#### PHASE THREE – WRAP UP AND RE-ENGAGEMENT

- **Wrap Survey**  
A brief online survey is focused on qualitative feedback and the measurement of progress against your stated goals.
- **Next cycle goals**  
Assuming that you would like to continue with IEMP, your profile remains active and you can re-enter a "ready for match" state by sending a request to [info@iemp.org](mailto:info@iemp.org).