

Mentoring @ ERGO

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ERGO

A Munich Re company



Women's Mentoring Programme

Objective:

To promote career opportunities and professional development for women in ERGO. To boost self-confidence and personal growth, facilitate networking and develop leadership skills.

Requirements for mentees:

Recommendation out of the GROW process

Requirements for mentors:

Executive board level or first reporting level

Framework/Procedure:

- Up to 20 pairs per year in Germany
- Professional matching based on the goals and interests of mentees and mentors
- Kick-off, closing and mid-term events
- Regular meetings between the respective pairs
- Feedback survey and evaluation
- Workshops specifically tailored to the target group
- 12-month duration
- Fixed start date

Mixed Mentoring



Objective:

To promote career opportunities for all high-potential employees in ERGO. To develop leadership skills and encourage reflection on the topic of leadership.

Requirements for mentees:

Recommendation out of the GROW process

Requirements for mentors:

1st and 2nd reporting levels

Framework/Procedure:

- Up to 15 pairs in Germany
- Professional matching based on the goals and interests of mentees and mentors
- Regular meetings between the respective pairs (every 4–6 weeks)
- Flexible start date

Reverse Mentoring Programme



Objective:

The classic mentoring principle is turned around. Promoting the exchange of knowledge between younger employees and experienced managers. Incorporating the Gen Z perspective into top management decisions.

Requirements for mentees:

Executive Board or first reporting line

Requirements for mentors:

Gen Z (1997–2012): apprentices, trainees, employees

Framework/Procedure:

- Up to 10 ERGO cross-country pairs
- Professional matching based on the goals and interests of mentees and mentors
- Kick-off, mid-programme and closing events
- Regular meetings of the respective pairs (every 4–6 weeks)
- 6-month duration
- Fixed start date

Women's Mentoring Programme & Mentoring



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Reverse Mentoring Programme



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