

PLD Ltd - background

- **13 years experience delivering mentoring software solutions.**
 - Over 200 clients and thousands of end users.
- **Currently 90+ membership organisations using the platform.**
 - Ranging from smaller associations through to the very largest
- **A mentoring software platform that is flexible and can be customised to meet your programme needs.**



ROYAL
PHARMACEUTICAL
SOCIETY



ICAS



What drives demand for mentoring schemes?

- **Members want mentoring.**

- A third of managers want to develop their coaching & mentoring skills. (CMI)
- Mentored executives earn more money and have higher satisfaction. (HBR)
- 80% of young managers cite mentoring as being important to them, whereas only 28% of their employers provide mentoring opportunities. (HBR)

- **Membership organisations are ideally placed to offer mentoring.**

- Demand from members who want a mentor to help develop their career
- Desire from members to contribute to the development of other professionals

- **Engagement with a specific section of the membership.**

- Programmes aimed at younger, new entrants into the profession
- Diversity, equality and inclusion initiatives with specific mentoring programmes
- Professional development and qualifications



Why mentoring is a core member benefit

- **Share knowledge & build capability.**

- Support skill transfer and expertise between members
- Preserves institutional knowledge and reduces skill gaps.
- Encourages cross-generational and cross-functional learning.

- **Strengthens professional development.**

- Allows members to gain qualification support
- Connect across membership
- Fosters inclusion by supporting underrepresented groups

- **Boost reputation & networks.**

- Another way of building professional networks
- Demonstrates visible investment in people



Benefits for mentees

- **Gain insight into the different career routes.**
- **Receive independent advice about your development.**
- **Identify your strengths and weaknesses and gain support to overcome challenges.**
- **Develop the capabilities and skills needed to succeed.**
- **Access support and networking opportunities.**



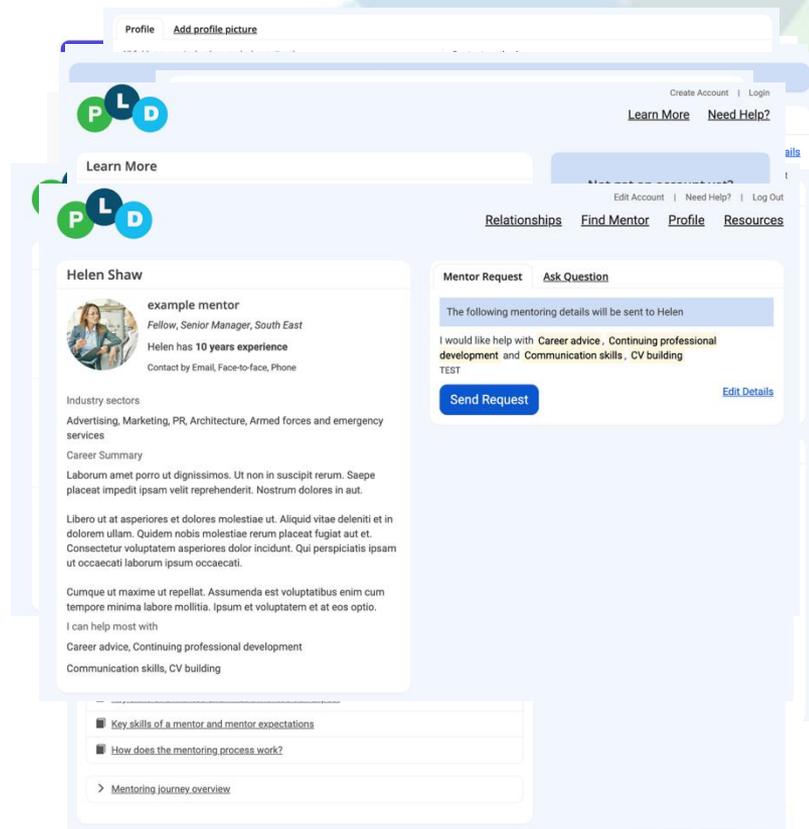
Benefits for mentors

- **The ability to develop your coaching and mentoring skills.**
- **The ability to pass on your experience.**
- **Satisfaction from helping others to overcome challenges.**
- **A new perspective on your professional experiences.**
- **The opportunity to develop new skills.**



What is mentoring software

- **Dedicated mentoring software application.**
 - Configured for your membership body
 - Allows you to manage and scale your mentoring programme
 - Works across all devices
- **Integrates with your systems or standalone.**
 - Supports single sign on (SSO) and CRM integration
- **Manages the end to end mentoring relationship.**
 - User friendly registration and configured profiles
 - Resources and guides
 - Goal setting, session management and evaluation
- **Tracks and reports on engagement and feedback.**
 - Comprehensive admin and reporting centre



Benefits of mentoring software

- **Innovative member benefit designed to attract new members and retain existing members.**
- **It's automated processes support scaling mentoring across your membership.**
 - Members register as mentee, mentor or both
 - Mentees choose their mentor or can be admin matched
 - Members can connect across the membership base
- **Resources, guides and learning materials.**
 - A series of videos with supporting PDFs
- **Intuitive user journey supports both mentors and mentees.**
 - Notifications and alerts
 - Instructions at each stage
- **Visible engagement.**
 - Admin reporting tracks engagement and usage
 - Allows you to contact members if required



Common mentoring use cases

- Career mentoring.
- Professional development mentoring.
- Peer to peer mentoring.
- Diversity and inclusion initiatives.
- Reverse mentoring.
- University affiliate mentoring.
- Other forms of mentoring.
 - Employability mentoring
 - Onboarding younger members
 - 1 year plus
 - Coffee mentoring
 - Collaborations



Case study



Chartered Institute of
Architectural Technologists
(CIAT)

Background

The Chartered Institute of Architectural Technologists is the qualifying body for architectural technology, primarily in the United Kingdom but also internationally. The institute has members in overseas centres such as Hong Kong and the Republic of Ireland. CIAT have circa 9,500 members and affiliates.

Aim of the Program

The aim is to help members and affiliates with their career growth and development by matching those looking for a career mentor with suitable mentors.

Results

The programme is now in its 9th year and during this time has resulted in the successful creation of hundreds of mentoring relationships.

Client Feedback

The platform provides a cost-effective external one-stop shop web-based platform to assist with career development, guidance and support as well as mentoring for our members and affiliates. It manages itself so enables optimum outputs with our limited resources as a Not-for-Profit organisation as is a promotional tool used to demonstrate our value proposition.

PLD provide support, guidance and updates, which means this initiative runs itself in most instances. ”

James Banks – Head of Membership



Case study

Background

Founded in 1854 ICAS is a global, professional membership organisation and business network for Chartered Accountants. ICAS's 23,000 members form a vibrant global community of finance and business professionals united by a commitment to ethical leadership.

Aim of the Program

The ICAS Mentoring programme was developed to allow members to share skills, knowledge, insights and gain new perspectives whilst having the opportunity to keep their CPD up to date. It is important to ICAS that the programme is inclusive offering members from different backgrounds the opportunity to fulfil their potential.

Results

To date just short of 200 mentoring requests have been sent by mentees, with over 300 mentees and 190 mentors registered on the platform, growing steadily month on month. Career advice and Continuing Professional Development advice have proven to be the key areas where mentees have been seeking expertise.

When it comes to skills, leadership and management, professional skills, commercial skills, and enterprise/entrepreneurial skills have all proven to be popular areas. Mentees are keen to talk about allyship, returning to work and imposter syndrome as part of their mentoring.

Platform admins can track the programme's impact from a diversity and inclusion perspective through a suite of reporting tools.



**Institute of Chartered
Accountants of Scotland
(ICAS)**

Client Feedback

Since launching the ICAS Mentoring programme with PLD, we've seen continuous growth in registrations with both mentors and mentees and collated positive feedback from our members' mentoring experience. The platform is very dynamic and user friendly and we love how we can track results and performance on a daily/weekly basis to see how our marketing activities are performing in helping to drive mentoring engagement. PLD is always helpful and responsive with any queries we have, and is quick to respond and offer support.

*Suzanne Ezzi
Member Engagement Manager*



Case study

Background

IOSH is the world's Chartered body for health and safety professionals. IOSH champion occupational safety and health causes and advocate for change as well as advising governments, NGOs and policymakers. IOSH has over 49,000 members.

Aim of the Program

The purpose of IOSH Mentoring is to connect people within the occupational safety and health sector who are willing to share their knowledge and experience with their mentees and build relationships with other OSH professionals.

Results

4,000+ users across 3 programme areas of career mentoring, peer to peer mentoring and reverse mentoring.



**Institute of Occupational
Safety and Health**

Client Feedback

"Very satisfied and excellent customer service from PLD"

"User feedback is consistently positive based on navigation, resources, connections and matches. It is non-fussy and easy to understand, at the same time providing useful functions to ensure the user can develop and maintain a mentor/mentee relationship."

"The platform data enables us to understand the competency demands from members and in turn contributes to deliverables in other areas of the business."

Louise Griffin - Member Engagement Co-ordinator



Case study

Background

At the Danish Medical Association, we have two offers. The long mentoring arrangement and the coffee meeting mentor arrangement. You can read about the two offers here.

Aim of the Program

If you just need a simple meeting with an experienced colleague to get inspiration for different career paths, especially with a focus on specialty choice, you can get a coffee meeting mentor at the Danish Medical Association.

What is a coffee meeting mentor?

A coffee meeting mentor can offer a simple informal conversation over a cup of coffee, where you can discuss your career paths, especially with a focus on specialty choice or alternative career paths.

The meeting is one-time and lasts about an hour.

Young doctors choose from 39 specialisations after a long educational path. That's a lot, and it's not possible for them to test all the options. It can therefore be beneficial to receive feedback, advice and guidance to help them learn more about one of the many specialisms.



LÆGEFORENINGEN

The Danish Medical
Association

Client Feedback

Really good and professional collaboration. Easy and trouble-free implementation, customization and integration. User-friendly platform that simplifies the matching process. A large amount of tailored learning and promotional articles. Very good support.

*Cecilia Beenfeldt
Specialkonsulent
Kursus og Karriere*



Steps to successful implementation

- **Realistic programme planning.**

- Experience from hundreds of implementations
- Implementation project management

- **Clear aims and objectives.**

- What are your programme aims, KPIs etc
- How do you intend to integrate mentoring as a member benefit
- Holistic planning across departments with key dates and milestones

- **Ongoing marketing and communication.**

- Ease of access to the platform – website visibility
- On-going awareness, e-shots, webinars

