

# Colart Mentoring Programme Update

## Academy *at* colart

Through the Colart Academy, we have listed the many ways that exist in Colart for development both personally and professionally. One learning opportunity that we see as a foundation is supported learning through **Mentoring**. For this reason, the company started to roll out in 2017 a structured mentoring scheme across the group.

### Why is Mentoring so important?

We believe Mentoring accelerates and enriches both business development and individual learning for both the Mentor and Mentee. But, above all it builds effective internal networks as well as developing collaborative relationships – something that we know is important to our people as highlighted in the recent employee survey.

### So, what's happening?

We are in the process of completing Mentor Training in France, UK, China & the US to replenish our pool of available Mentors across the Group. The final training is to take place in Le Mans on November 25th and in the US during the second week of December. In the US there will also be refresher training at the end of December for existing Mentors.

We are also in the process of updating our [Mentor Site](#) on the Intranet with our new Mentor Profiles and this should be completed by the end of November.

### How many mentors will we have?

In total from the beginning of January 2020 we will have the following number of Mentors available across the Group:

1. **16** in the UK
2. **8** in France
3. **4** in China
4. **8** in the US
5. **1** in Holland

### What are the next steps?

With mentor/mentee partnerships already established and up and running in France, the following activities will take place in the US and UK:

1. Review of new Mentee Applications – late November
2. Mentor/ Mentee match - early December
3. First Mentor/ Mentee meetings start – January

Finally, I would like to thank my colleagues in the global HR team for their continuing enthusiasm and drive in supporting the Mentoring Scheme and of course you, our current or indeed future Mentors and Mentees who are fundamental to its success.  
Together we can work towards really **inspiring our people** at Colart.

Kind regards,

Torkel Tellefsen  
**US HR Director**