

# Solution Provider Profile

## MentorcliQ

October 2024



Company At-a-Glance	
Name of Product/Offered	MentorcliQ
Headquarters	Columbus, Ohio
Year Founded	2012
Number of Employees	100
Geographic Coverage	MentorcliQ’s software is used in 100 countries in North America, Canada, Latin America, Europe, Asia-Pacific and Australia.
Top Customers	Disney, Johnson & Johnson, Sanofi, Goodyear, CardinalHealth, McKesson, General Mills, Stellantis, Deloitte, LinkedIn, Ericsson
Solution Name	MentorcliQ
Year Product Was Originally Launched	2012
Website	<a href="http://www.mentorcliq.com">www.mentorcliq.com</a>

## MentorcliQ Solution Overview and Value Proposition

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MentorcliQ is a provider of cloud-based mentoring and employee resource group (ERG) management software, designed to empower organizations in fostering meaningful connections, driving employee development, and enhancing overall workplace engagement.

With a user-centric approach and robust features, MentorcliQ simplifies the creation, management, and measurement of mentorship and ERG programs, making it accessible and impactful for businesses of all sizes.

The platform's AI-powered matching, customizable workflows, and extensive reporting capabilities enable organizations to create personalized experiences that nurture talent, promote diversity and inclusion, and cultivate a culture of continuous learning and growth.

### Value Proposition

MentorcliQ's value proposition lies in its ability to facilitate meaningful connections within the workplace that propel employee development and organizational success. By leveraging their innovative platform and expertise in mentorship and ERG management, MentorcliQ helps organizations achieve the following:

- **Enhanced Employee Engagement:** By fostering mentorship and ERG connections, MentorcliQ creates a sense of belonging and support within the workplace. This leads to increased employee engagement, satisfaction, and retention, as individuals feel valued and empowered to grow.
- **Accelerated Talent Development:** MentorcliQ's platform enables personalized mentorship and coaching experiences, providing employees with access to valuable guidance, feedback, and development opportunities. This targeted support helps individuals acquire new skills, expand their knowledge, and accelerate their career progression.
- **Strengthened Diversity, Equity, and Inclusion (DEI):** MentorcliQ recognizes the critical role of DEI in building a thriving and equitable workplace. Their platform supports the creation and management of ERGs, providing a safe and empowering space for underrepresented groups to connect, share experiences, and advocate for change.
- **Improved Organizational Performance:** By fostering a culture of mentorship, coaching, and inclusion, MentorcliQ helps organizations enhance collaboration, innovation, and overall performance. Mentorship and ERG programs contribute to knowledge sharing, skill development, and a sense of shared purpose, driving collective success.

- **Data-Driven Insights:** MentorcliQ's robust analytics and reporting capabilities provide organizations with valuable data on program participation, engagement, and outcomes. This enables data-driven decision-making and continuous improvement of mentorship and ERG initiatives.

## Key Capabilities & Solutions

### Mentoring Software

- **Intelligent Matching:** MentorcliQ's AI-powered matching algorithm intelligently connects mentors and mentees based on their skills, interests, and goals. This ensures that relationships are mutually beneficial and conducive to meaningful development.
- **Flexible Program Design:** The platform supports various mentoring program formats, including one-to-one, group, flash, and reverse mentoring. This flexibility allows organizations to tailor their programs to specific needs and objectives.
- **Virtual Mentoring:** MentorcliQ's virtual mentoring capabilities enable connections across geographical boundaries, expanding access to development opportunities and fostering a global network of mentors and mentees.
- **Extensive Program Management:** The platform provides administrators with the tools to efficiently manage all aspects of their mentoring programs, from participant enrollment and matching to goal setting, progress tracking, and reporting.

### ERG Management Software

- **Community Building:** MentorcliQ fosters a sense of community and belonging for underrepresented groups by providing ERGs with a dedicated platform for communication, collaboration, and event planning.
- **Engagement & Advocacy:** The platform empowers ERGs to raise awareness, promote inclusion, and advocate for change within the organization.
- **Measurement and Impact:** MentorcliQ enables ERG leaders to track membership, engagement, and the impact of their initiatives, demonstrating their value to the organization.

### Services

In addition to its software platform, MentorcliQ offers a range of services to support organizations in maximizing the impact of their mentorship and ERG programs:

- **Consulting & Strategy:** MentorcliQ's team of experts provides strategic guidance and support to help organizations design, launch, and scale successful programs.
- **Implementation & Training:** They offer extensive implementation and training services to ensure a smooth transition and effective adoption of the platform.
- **Ongoing Support & Resources:** MentorcliQ provides ongoing support and access to a wealth of resources, including best practices, webinars, and articles, to help organizations achieve their program goals.

## Screenshots

Figure 1: Find a Match

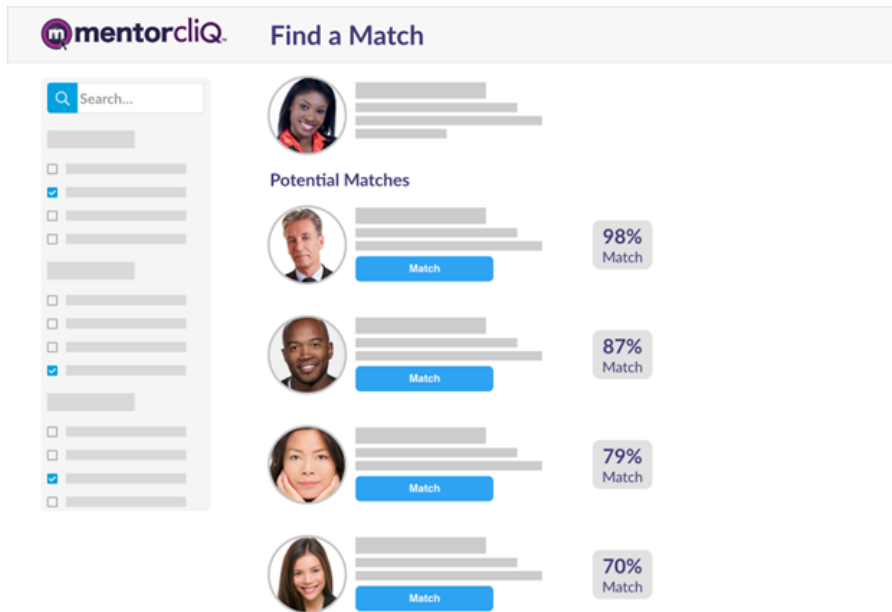


Figure 2: Engagement

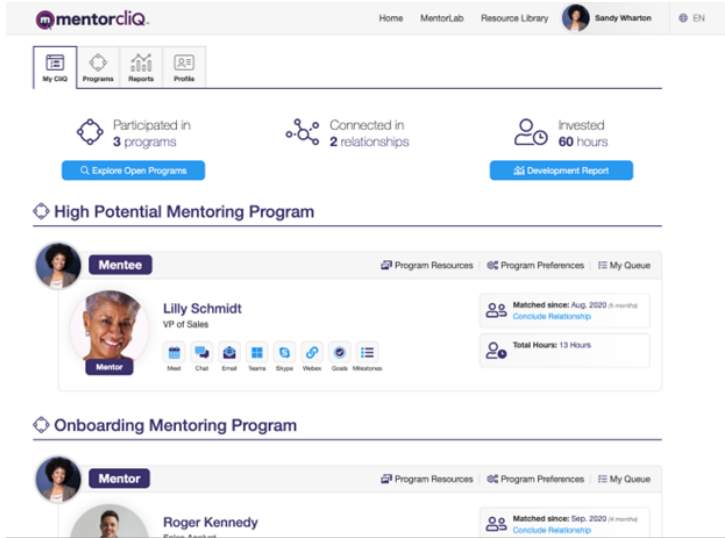


Figure 3: Reports



All screenshots provided by MentorCliQ

## Analysis by Brandon Hall Group™

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### Situational Analysis

Organizations are realizing the strategic importance of investing in their employees' growth and development. The cultivation of a thriving workplace culture, characterized by high engagement, collaboration, and a commitment to diversity and inclusion, is paramount to achieving sustainable success. However, traditional talent development approaches often fall short of meeting the unique needs of a modern, distributed workforce, creating a gap between employee aspirations and organizational goals.

### Challenges to the Business

Organizations today encounter several key challenges in their efforts to foster employee growth and development. Without meaningful development opportunities and a sense of belonging, employees can become disengaged, leading to decreased productivity and increased turnover. Cultivating a truly inclusive workplace necessitates proactive initiatives that promote understanding, support, and growth for everyone, regardless of their background.

As organizations expand, providing personalized mentorship and development opportunities at scale becomes increasingly complex. Moreover, demonstrating the tangible impact of such programs on key metrics like employee engagement, performance, and retention can be challenging without the proper tools and measurement strategies.

### Implications for the Business

Failing to address these challenges can have significant consequences for organizations. High turnover rates, a lack of diversity and inclusion, and limited employee development opportunities can hinder innovation, productivity, and overall business performance. In contrast, organizations that prioritize employee growth and engagement create a competitive advantage, attracting and retaining top talent, fostering a positive workplace culture, and driving sustainable success.

### Questions to be Answered by the Business

In the pursuit of fostering a culture of growth, inclusivity, and connection, organizations are seeking answers to key questions that will shape their talent development and employee resource group (ERG) strategies:

- How can the organization efficiently scale its mentoring and ERG programs to meet the needs of its growing workforce?

- How can the organization leverage technology to match mentors and mentees effectively, ensuring mutually beneficial relationships?
- What strategies can the organization implement to track and measure the impact of its mentorship and ERG programs on employee engagement and development?
- How can the organization foster a culture of inclusion and belonging through its mentorship and ERG initiatives?
- What solutions can the organization leverage to enhance virtual mentoring and connect employees across geographical boundaries?

## **MentorcliQ as the Answer**

Recognizing the power of human connection in driving growth and development, MentorcliQ provides a platform that streamlines the creation, management, and measurement of mentorship and ERG programs, fostering a sense of belonging and empowering employees to reach their full potential.

MentorcliQ simplifies the complexities of establishing and scaling mentorship programs. The platform's AI-powered matching algorithm intelligently connects mentors and mentees based on their skills, interests, and goals, ensuring mutually beneficial relationships that foster meaningful development. By automating the matching process, MentorcliQ saves valuable time for program administrators and participants, enabling them to focus on building meaningful connections and achieving their goals.

MentorcliQ's flexibility is another key differentiator. The platform supports various mentoring program formats, including one-to-one, group, flash, and reverse mentoring, allowing organizations to tailor their programs to specific needs and objectives. Whether an organization is looking to accelerate the development of high-potential employees, promote knowledge sharing across departments, or foster diversity and inclusion, MentorcliQ provides the tools and structure needed to create a successful mentoring program.

MentorcliQ recognizes the importance of providing an effective and efficient experience for all users. Their intuitive platform, coupled with a dedicated mobile app, ensures that mentors, mentees, and program administrators can easily access and manage their programs anytime, anywhere. This accessibility, especially in today's hybrid and remote work environments, fosters engagement and facilitates ongoing communication and collaboration.

The company also empowers organizations to create and manage vibrant ERGs. The platform provides a dedicated space for ERGs to connect, collaborate, and plan events, fostering a sense of community and belonging for underrepresented groups. This



strengthens diversity and inclusion efforts, contributing to a more equitable and supportive workplace culture.

The commitment to data-driven decision-making is evident in its robust analytics and reporting capabilities. Organizations can track key metrics, such as participation rates, engagement levels, and program outcomes, to measure the impact of their mentorship and ERG initiatives. This data-driven approach enables continuous improvement and demonstrates the tangible value of these programs to stakeholders.

Finally, MentorcliQ's team of experts provides strategic guidance and support throughout the entire program lifecycle. From program design and implementation to ongoing management and evaluation, their expertise ensures that organizations can maximize the benefits of their mentorship and ERG initiatives.

MentorcliQ's innovative platform and commitment to empowering connections make it a valuable partner for organizations seeking to foster a culture of growth, development, and inclusion. By leveraging mentorship, coaching, and ERGs, MentorcliQ helps businesses unlock the full potential of their workforce and achieve lasting success in today's business landscape.

**Contribution Team:**

Claude Werder, Michael Rochelle, Mike Cooke, Rachel Cooke,  
Roberta Gogos, Alan Mellish, Matt Pittman, Pat Fitzgerald

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