

# CASE STUDY

## AEROSPACE FIRM EMPLOYS MENTORING PROGRAMS TO DEVELOP EMPLOYEE CAREERS

### PROGRAM OVERVIEW

**Challenge:** This large aerospace firm sought to empower employee career development around the globe through mentoring. Some employees were interested in traditional career mentoring by partnering with someone on a similar career path, while other employees – especially technical personnel – were interested to expand their knowledge on technical topics. Meanwhile, the mentoring program administrators required deep insight and tracking metrics to determine employee engagement levels, the topical areas of most interest, and details on where certain pockets of expertise lay within the employee population.

**Solution:** Using Chronus mentoring software, this firm implemented multiple tracks in a peer mentoring program to support their varied initiatives. Using a single platform, this company now offers both career mentoring as well as topical subject mentoring to all employees. Employees are able to self-match based on their interests as well as define goals and progress through the mentorship period. Employees are also able to engage for varied lengths of time according to their needs. The single solution of Chronus software is helping employees learn important skills and seek advice from experts within the organization worldwide.

**Result:** Through these mentoring programs, this firm has aligned and implemented their talent development strategy. The program attracted and engaged over 35% of employees within just the first year. Feedback from participants is positive – the employees are enthusiastic about connecting with others and ability to select their own mentors. Chronus has also reduced the required administrator time, freeing up HR resources for other important initiatives. And finally, this firm's management staff are gathering valuable insight into the career and technical skill interests within the organization for future planning efforts.

**Future Plans:** This company expects a steady increase in enrolled participants to achieve 50% participation within the first 24 months. They also plan to leverage Chronus to launch additional mentoring programs for leadership development and new hire onboarding.

### PROGRAM SNAPSHOT

- ✓ Large Aerospace Firm
- ✓ Number of Participants: 10,000
- ✓ Organization Type: Large Enterprise
- ✓ Product Licensed: Chronus
- ✓ Result: Successful career mentoring and transfer of technical knowledge in-house



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## ABOUT CHRONUS

Chronus is the leader in mentoring software. Our configurable platform is powering hundreds of successful mentoring programs for some of the world's largest companies, educational institutions, and professional associations. With unique MatchIQ™ technology, a guided experience for participants, and the most configurable platform in the industry, Chronus enables mentoring programs to efficiently scale and drive more strategic value for organizations worldwide.

Visit [www.chronus.com](http://www.chronus.com) to learn more.



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