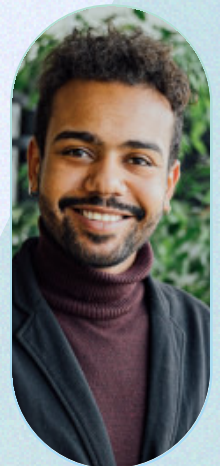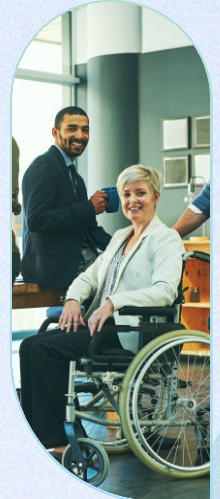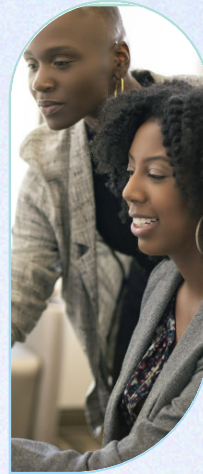**Ten Thousand Coffees**

Your 2024 Workplace Mentorship Calendar: A Year of Inclusive Initiatives

Comprehensive 2024 calendar for HR, DEI, and business leaders, featuring events, resources, and key themes for building impactful workplace mentorship initiatives to sustain year-round engagement.

Navigating a New Year of Mentorship and Inclusivity

As we navigate the uncharted waters of the new year, you, like many other leaders, are probably contemplating new initiatives to propel career development, engagement, retention, and inclusivity within your organization.

Mentorship stands tall as a cornerstone of professional growth and development, with proven impact on both employee and business goals.

Behold, your compass for the journey—an exclusive 2024 calendar designed just for you, brimming with year-round mentorship initiatives.

💡 **Did you know…**

- 62% of employees would leave their employer for one that offers mentorship opportunities.

- 94% of surveyed employees expressed their desire to remain with a company longer if offered opportunities for learning and professional growth. [1]

- Research indicates a connection between happy employees and a 13% increase in productivity. [2]

This isn't your run-of-the-mill calendar. With compelling dates, informative resources, and specially crafted mentorship initiatives, it's a toolkit for HR, DEI, and business leaders to sustain engagement throughout the entire year. Here's what you'll find:

Page 3 🗒️ **2024 calendar overview**

Explore a high-level 12-month calendar view for 2024, highlighting existing events and original ideas for key mentorship initiatives.

Pages 4-10 📌 **Monthly breakdown**

Dig into each month with practical ideas for how to tackle the outlined mentorship initiatives, along with valuable resources to learn more.

💡**Note:** We've aligned our suggested monthly initiatives with their most relevant month and compelling dates. However, there are many monthly initiatives where you'll likely want to work well in advance, rather than waiting until the identified month, to have the highest impact.

Pages 11-13 👋 **About 10KC**

Looking for a tech-enabled platform to build, manage, and scale your initiatives? Learn more about 10KC, the all-in-one platform for inclusive mentoring and networking that drives better employee engagement and retention.

Here's to a year filled with brilliance, connection, transformative leadership, and a whole lot of success! Let's dive in.

Ten Thousand Coffees

See how 10KC helps you build a mentorship program that drives employee retention and engagement. → **Book a Demo.**

2024 Calendar Overview

January

📝**Mentorship initiative:**
Building your mentorship framework

Events:
- National Mentorship Month
- 7th: I am Mentor Day
- 15th: MLK Day
- 17th: International Mentoring Day
- 21st: Thank Your Mentor Day
- 24th: Compliment Day
- 27th: Holocaust Remembrance Day

February

👥 **Mentorship initiative:**
Mentorship for diverse talent

Events:
- Black History Month
- 10th: Chinese New Year
- 20th: World Day of Social Justice

March

🎤 **Mentorship initiative:**
 Mentorship vs. sponsorship 101

Events:
- Women's History Month
- 1st: Employee Appreciation Day
- 8th: International Women's Day
- 31st: International Trans Day of Visibility
- 10th-April 8th: Ramadan

April

📊 **Mentorship initiative:**
Measuring success - Q1 retro

Events:
- Arab Heritage Month
- Autism Awareness Month
- 10th: Eid al-Fitr

May

🤗**Mentorship initiative:**
Addressing employee burnout

Events:
- Mental Health Month
- Jewish Heritage Month
- Asian Heritage Month
- 5th: Cinco de Mayo
- 10th-16th: Mental Health Week
- 17th: International Day Against Homophobia, Transphobia, and Biphobia

June

🌈**Mentorship initiative:**
Cultivating a culture of connectivity, belonging, and inclusion

Events:
- Pride Month
- Men's Health Month
- Indigenous History Month
- 1st: Global parents Day
- 19th: Juneteenth

July

💼 **Mentorship initiative:**
Nurturing early talent & Q2 retro

Events:
- 24th: International Self Care Day
- 25th: National Intern Day

August

🧑‍💼 **Mentorship initiative:**
Keeping workplace culture alive through change

Events:
- 14th: National Financial Awareness Day
- 26th: Women's Equality Day

September

💪 **Mentorship initiative:**
Supporting DEI initiatives with sponsorship

Events:
- 15th-Oct 15th: Hispanic Heritage Month

October

🎉**Mentorship initiative:**
Onboarding new talent for success & Q3 retro

Events:
- Hindu Heritage Month
- National Disability Employment Awareness Month
- 2nd-4th: Rosh Hashanah
- 10th: World Mental Health Day
- 11th-12th: Yom Kippur
- 11th: National Coming Out Day
- 27th: National Mentorship Day
- 31st: Diwali

November

🏆 **Mentorship initiative:**
Developing leadership and high potential talent

Events:
- Career Development Month
- Native American Heritage Month
- 1st-7th: International Stress Awareness Week
- 19th: International Men's Day

December

💡 **Mentorship initiative:**
Setting up effective mentorship programs in the new year

Events:
- End of year holidays
- 25th: Christmas
- 25th - Jan 2nd: Hanukkah
- 26th: Kwanzaa

See how 10KC helps you build a mentorship program that drives employee retention and engagement. → **Book a Demo.**

Monthly Breakdown

January mentorship initiative: Building your mentorship framework

Whether you're initiating a new mentorship program or enhancing an existing one, January is the time to set the tone for a year of impact.

Assessing the needs of your team makes it easy to determine goals and, ultimately, the type of mentorship programs you implement. It's essential to ensure that your organization's people, processes, and culture align with the program's goals and are poised to enable its success.

Some goals you might consider tackling are:

- ✓ Developing a pipeline of leaders to improve talent mobility
- ✓ Advancing diverse talent to ensure access to growth opportunities, fostering an inclusive environment for all
- ✓ Increasing employee retention while reducing hiring costs and efforts
- ✓ Cultivating a more engaged and thriving workplace culture

Once you've defined your goals, you can determine what kinds of mentorship programs you need to implement and get executive buy-in.

General mentorship resources

⭐ Build mentorship experiences that drive engagement and retention with 10KC's Mentorship Solution.

🎥 Customer spotlight: hear how GE is building a mentorship culture that increases employee retention and productivity.

📝 Explore different types of mentorship: 10 types of mentoring: descriptions, benefits, and uses.

📚 Not sure where to begin? Get a complete guide to online mentoring.

📝 Is your team hybrid/remote? Dive in and learn how to build a mentoring program for hybrid work environments.

Events
- National Mentorship Month
- 7th: I am Mentor Day
- 15th: MLK Day
- 17th: International Mentoring Day
- 21st: Thank Your Mentor Day
- 24th: Compliment Day
- 27th: Holocaust Remembrance Day

"Build around your team members. Make sure that this is something that they want and need. I think oftentimes HR departments tend to implement programs just because it's what's done. The "let's just do it because that's what we do" mentality just doesn't work for the ever-evolving needs of today's workplaces."

Michelle Rojas, Associate Director of DEI at Spring Health

February mentorship initiative:
Mentorship for diverse talent

In February, Black History Month, the spotlight turns to growing diverse talent with mentorship programs.

This initiative aims to explore strategies for ensuring inclusivity, fostering cross-cultural understanding, and creating mentorship opportunities that transcend inherent biases.

Avoid the mistake of siloing your mentorship program efforts from DEI efforts. Many organizations focus intensely on diversity recruitment at the outset, but often struggle to retain employees because they fail to invest in their development.

💡 Representation of equity-seeking groups at management level increases by up to 24% with a mentoring program. [3]

DEI resources

⭐ 10KC's DEI Solution empowers diverse talent to further a sense of belonging within the organization.

📚 Here's how to create an inclusive work environment during black history month and beyond.

🎬 New to Diversity Mentoring? Hear from 2 Chief DEI Officers on how they build engaging DEI programs that deliver positive business outcomes.

📝 Conduct a DEI audit to assess your performance and determine how you're progressing against goals.

Events
- Black History Month
- 10th: Chinese New Year
- 20th: World Day of Social Justice

March mentorship initiative:
Mentorship vs sponsorship 101

March is the month to demystify the distinctions between mentorship and sponsorship. Given that it's Women's History Month, it's worth noting that 56% of senior executive women agree that sponsorship is a key success factor in their career. [4]

"[Sponsorship is] where you encourage and incentivize leaders to move from just engagement to real and apparent advocacy, where you understand the talent you're working with and you're willing to engage in those high stake opportunities to see the potential that these folks have and drive the progress forward."

Jarvis Sam, former Chief DEI Officer of Nike

Consider how you can create a balanced ecosystem where mentorship and sponsorship work in tandem to propel career growth.

Sponsorship resources

⭐ Boost career advancement and intentionally increase visibility of diverse talent with 10KC's Sponsorship Solution.

⭐ Advance women in the workplace with 10KC's Women's Mentorship Solution.

📝 Understand how sponsorship and mentorship differ.

📝 Not sure where to begin? Here are 6 steps for building effective sponsorship programs in the workplace.

Events
- Women's History Month
- 1st: Employee appreciation day
- 8th: International Women's Day
- 10th-April 8th: Ramadan
- 31st: International Trans Day of Visibility

See how 10KC helps you build a mentorship program that drives employee retention and engagement. → **Book a Demo.**

April mentorship initiative:
Measuring success: Q1 retro

As the first quarter concludes, April invites reflection on the progress of your mentorship initiatives. Evaluate the impact of your programs, gather feedback, and identify areas for improvement.

This Q1 retro ensures that your mentorship framework remains dynamic and responsive to the evolving needs of your workforce. Plus, measuring ROI is vital to demonstrate value and secure ongoing support.

To effectively track the impact of your mentorship initiatives, consider utilizing the right tech platform. As an added benefit, a good tool won't just help measure impact; it will help you build, scale, and manage your programs as well.

Q1 measurement resources

⭐ Gather all the insights you need to ensure you're staying on track with your talent development goals in 10KC's Data Dashboard.

📝 Here's a breakdown of various objectives and how to measure success of corporate mentorship programs.

📝 Relying on spreadsheets to track mentorship initiatives? Here's why a spreadsheet isn't powerful enough to measure mentoring ROI.

📝 Build a survey framework. Here's how to get actionable employee feedback from mentorship programs.

Events
- Autism Awareness Month
- Arab Heritage Month
- 10th: Eid al-Fitr

May mentorship initiative:
Addressing employee burnout

In honor of Mental Health Awareness Month, May focuses on the critical topic of employee well-being by addressing burnout.

77% of employees have experienced burnout in their current roles, with over half experiencing burnout more than once in their careers.[5] You can help prevent burnout by:

- Building workplace community
- Creating a sense of purpose and alignment
- Prioritizing psychological safety
- Fostering honest and open mentor-mentee relationships
- Providing the right support and resources

How does mentorship play a role? Consider exploring strategies for mentors to support mentees navigating burnout, and discover resources to promote mental health awareness.

Employee burnout resources

⭐ 10KC's expert-backed burnout solution is designed with your employees' unique lived experiences in mind

📝 Not sure how to spot burnout? Understand employee burnout symptoms and impact on organizational performance.

📝 Learn how creating a culture of mentorship and connectivity can help prevent employee burnout.

Events
- Mental Health Month
- Jewish Heritage Month
- Asian Heritage Month
- 5th: Cinco de Mayo
- 10th-16th: Mental Health Week
- 17th: International Day Against Homophobia, Transphobia, and Biphobia

Ten Thousand Coffees

See how 10KC helps you build a mentorship program that drives employee retention and engagement. → **Book a Demo.**

June mentorship initiative:
Cultivating connectivity, belonging, and inclusion

Happy Pride Month! June is dedicated to building a workplace culture that thrives on connectivity, belonging, and inclusion.

Mentorship is an incredibly powerful tool for fostering a sense of community among employees and breaking down silos.

Here are some ideas to consider:
- Make LGBTQ+ allyship explicit and proactive
- Support the development of ERGs for underrepresented employees
- Create more opportunities for interactions between employees to boost culture and connectivity

Belonging & inclusion resources

📝 Learn how ERGs can improve the work experience for underrepresented employees.

🎥 Hear how top B/ERG leaders from RBC, VillageMD, and Thoughtworks build inclusive mentoring programs.

📝 Here's how to celebrate Pride at work.

📝 Understand more about LGBTQ+ DEI in the workplace.

Events
- Pride Month
- Indigenous History Month
- 1st: Global Parents Day
- 19th: Juneteenth

July mentorship initiative:
Nurturing early talent & Q2 retro

July turns the focus towards early talent development. How can you best support your summer interns? What are you doing to help drive the careers of entry-level employees and new grads?

Explore strategies for nurturing emerging leaders within your organization and leverage mentorship as a key driver for their growth.

Additionally, use this month to reflect on the first half of the year, adjusting your mentorship initiatives based on valuable insights gained during Q2.

💡76% of Gen Z see learning as the key to career advancement.[6] 65% of younger employees will leave their current employer for mentorship opportunities.

Early talent resources

⭐Support early talent – interns, co-op students, and new grads – with 10KC's Early Talent Solution.

📝 Get insights on how internal talent pipelines can boost business and lead to future success—for you and your employees.

⭐ 10KC's Data Dashboard can help you measure Q2 initiatives.

Events
- 24th: International Self Care Day
- 25th: National Intern Day

August mentorship initiative: Keeping workplace culture alive through change

August addresses the importance of preserving workplace culture during times of change.

There are many things that can affect workplace culture, including but not limited to:

- Shifts in team structure
- Mergers and acquisitions
- Remote and hybrid work
- Return-to-office (RTO) initiatives

When navigating organizational shifts, mentorship can play a vital role in maintaining a sense of trust in the organization, alignment, connection, engagement, and retention.

Workplace culture resources

⭐ Make the office a destination and boost culture with 10KC's RTO & Hybrid Mentoring Solution.

📚 Want to ensure a positive culture as you establish RTO policies? Unlock RTO strategies for an engaged workforce.

📚 Check out this HR leaders' guide to connecting remote and hybrid employees, outlining how to set employees up for success.

📝 Learn how to build mentoring program employees will love, with hybrid and flexible workers in mind.

Events
- 14th: National Financial Awareness Day
- 26th: Women's Equality Day

September mentorship initiative: Supporting DEI initiatives with sponsorship

September furthers Diversity, Equity, and Inclusion (DEI) initiatives by exploring the role of sponsorship.

While mentors offer career insight and advice, sponsors take that career strategy and help put it into action. Sponsors have leverage and influence within the organization to create opportunities for their sponsees.
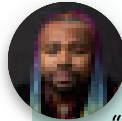
"What is the most important principled approach when building effective diversity programs? The answer is undoubtedly sponsorship "

Jarvis Sam, former Chief DEI Officer of Nike

Sponsorship resources

⭐ Boost career advancement and increase visibility of diverse talent with 10KC's Sponsorship Solution.

📚 Review 10 expert takeaways to build a successful sponsorship program that enhances DEI efforts while boosting retention, engagement, and advancement.

🎥 Watch this Q&A with Jarvis Sam, former Chief DEI Officer of Nike, where you'll learn more about sponsorship best practices.

📝 Check out how 10KC's Sponsorship program serves as a strategic and equitable approach to foster and advance your employees' growth.

Events
- Hispanic Heritage Month (Sept. 15-Oct. 15)

October mentorship initiative: Onboarding new talent for success & Q3 retro

In October, explore strategies to integrate mentorship into onboarding processes, ensuring that new hires feel supported. Also take this month to reflect on Q3 outcomes.

Poor onboarding can ultimately employee churn. While 50% of new employees intend to leave soon, that skyrockets to 80% due to poor onboarding.[7] New hire attrition can also bring huge financial costs, with estimates ranging from 50-200% of their salary.[8]

Consider matching new hires with seasoned employees for a guided experience focused on the organizational and social aspects of onboarding

Onboarding resources

⭐ Make new employees' onboarding experience exceptional with 10KC's Onboarding Solution.

📝 Explore how to optimize the onboarding experience for new hires, boosting productivity, retention, and engagement.

⭐ 10KC's Data Dashboard can help you measure Q3 initiatives.

Events
- Hindu Heritage Month
- National Disability Employment Awareness Month
- 2nd: Rosh Hashanah
- 10th: World Mental Health Day
- 11th - 12th: Yom Kippur
- 11th: National Coming Out Day
- 27th: National Mentorship Day
- 31st: Diwali

November mentorship initiative: Developing leadership and HIPO (high potential) talent

November emphasizes developing leadership and HIPO talent. How can you leverage mentorship to support people managers and prepare others for future leadership roles? A community-driven mentorship approach expands employee networks and cultivates shared responsibility for career development.

It's crucial to actively equip people managers with the skills to lead. Additionally, organizations should proactively pinpoint employees with leadership potential and offer targeted development programs.

💡 53% of people managers say they feel unprepared to lead in the new world of work.[9]

Leadership resources

⭐ Develop and grow leadership with 10KC's People Manager Solution.

⭐ Empower high potential talent with leadership skills through 10KC's High Potential Talent Solution.

📝 Understand the importance of employee development in your workforce.

Events
- Career Development Month
- Native American Heritage Month
- 1st - 7th: International Stress Awareness Week
- 19th: International Men's Day

December mentorship initiative:
Setting mentorship programs up for success in the new year

The final month of the year is dedicated to reflection and preparation. How can you set mentorship goals and strategies that align with the evolving needs of your organization in the year to come?

Assess the overall success of your mentorship programs throughout the year, celebrate achievements, and identify areas for enhancement. This initiative ensures a continuous cycle of improvement and success.

Events
- End of year
- Holidays (Hanukkah, Christmas, Kwanzaa, New Years)

General mentorship resources

⭐ See how you can boost employee retention and engagement with 10KC's off-the-shelf development programs.

📝 Hear from 10KC Program Innovator awardee Michelle Rojas about how Spring Health doubled retention of priority talent within a year.

📝 Here's everything you need to know about effective career pathing for the modern organization.

Your mentorship initiatives have the potential to serve as a catalyst for substantial positive change. By cultivating a company culture centered around continuous improvement, development, engagement, connection, collaboration, and community, you're shaping an organization where both employees and overarching business goals can flourish throughout the year. Happy 2024!

"Most organizations rely on everyone to be a naturally amazing mentor or sponsor. Stop making people have to be naturally gifted at sponsorship and mentoring. That's where platforms like 10KC come in – to provide them with the conversation guides, the nudges, all of these experiences – so that you can now 10x or 20x the amount of people that are ready to do this because they're enabled."

- Dave Wilkin, CEO, 10KC

10KC is an all-in-one platform that helps enterprises build, scale, and measure inclusive mentorship initiatives to drive better employee engagement, retention, and development.
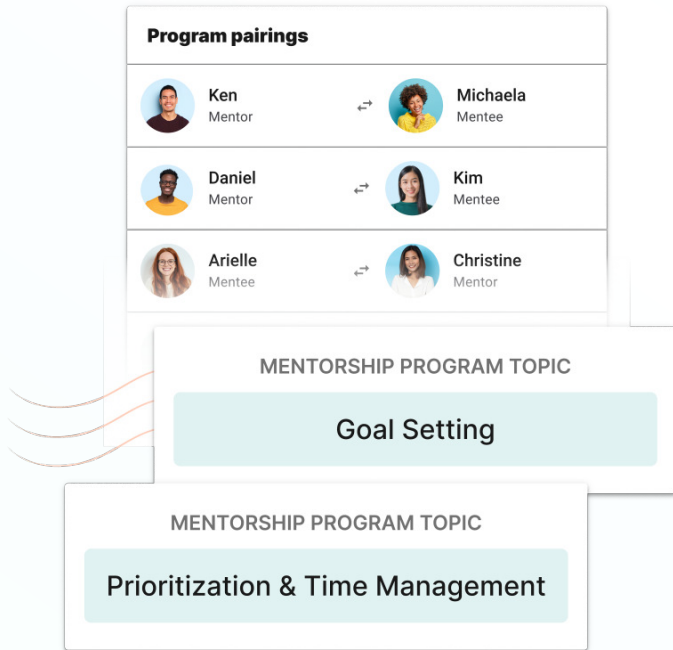
Ten Thousand Coffees

Want to learn more about building your mentorship programs with 10KC?

MEET WITH US

About 10KC

Create an engaged community through high impact mentorship experiences.

10KC Features

Program pairings

Ken (Mentor)	⇄	Michaela (Mentee)
Daniel (Mentor)	⇄	Kim (Mentee)
Arielle (Mentee)	⇄	Christine (Mentor)

MENTORSHIP PROGRAM TOPIC
Goal Setting

MENTORSHIP PROGRAM TOPIC
Prioritization & Time Management

1. Mentorship Programs

Create guided 1:1 or Group mentorship programs with structured curriculum and resources tailored to your business needs.

Already have a great mentorship program? Use our platform to deploy it at scale.

Outcome(s)

↑ Skill Development
↑ Enterprise Understanding
↑ Career Development
↑ Role Effectiveness

Mentorship Formats

✓ 1:1 Mentorship
✓ Group Mentorship
✓ Multi-Mentee Mentorship
✓ Peer Mentorship
✓ Reverse Mentorship
✓ On-Demand

Interests
● Leadership
● Communication

Offering
Developing new professional connections
Career advice

Seeking
Developing new professional connections
Career advice

See how 10KC helps you build a mentorship program that drives employee retention and engagement. → **Book a Demo.**

Angela, meet Michael!

Michael Fisher
Manager, R&D
Consumer

Say Hello 👋

🤔 **Why Angela?**
You've been introduced
meet with more junior

💬 **Suggested Topic**
Increase your underst
and divisions by:

1) Sharing an overview
within our organizatio

2) Discussing an inter

Michael, meet Angela!

Angela Cooper
Intern, R&D
Consumer Products   R&D

Say Hello 👋

🤔 **Why Angela?**
You've been introduced to Angela because you are looking to meet with more senior colleagues in your department and sector.

💬 **Suggested Topic**
Increase your understanding of our products, teams and divisions by:

1) Sharing an overview of your division and what makes it unique within our organization

2) Discussing an interesting project you've worked on recently.

2. Networking

Using Introductions, automatically match employees with peers and leaders to build the network they need to feel supported.

Easily break the ice with conversation guides that keep ideas and conversations flowing.

Outcome(s)
↑ Career Mobility
↑ Cross-Team Collaboration
↑ Connection to Colleagues
↑ Connection to company

3. Group Learning Experiences

Office Hours is an interactive format for leaders or SMEs to provide group mentorship to employees.

Office Hours also provides employees opportunities to learn from subject matter experts to drive critical skill development.

Outcome(s)
↑ Access to senior leaders
↑ Skill Development
↑ Sense of belonging

LIVE

OFFICE HOUR
Leadership Development: Why Soft Skills Matter
Today • 9:30 - 10:30 AM
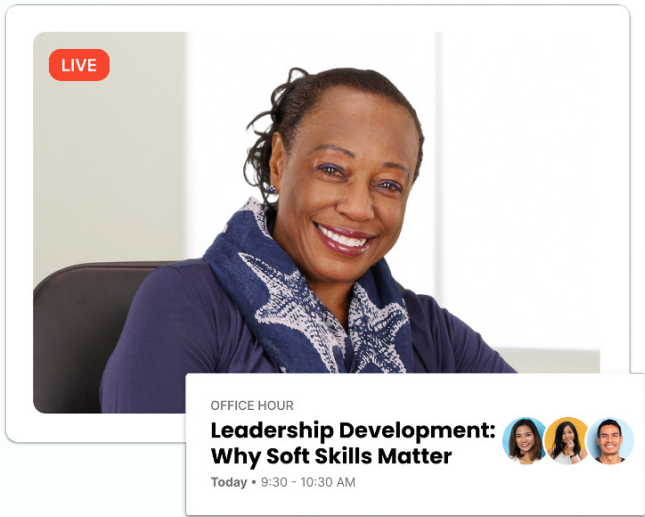
Client List & Testimonials

Join the hundreds of companies who've trusted 10KC with scaling their mentorship initiatives to drive engagement, promotion and talent retention.

"The modern approach to mentoring is leveraging technology. Often times mentoring programs are pen to paper, or Excel files - it's a manual process. With Ten Thousand Coffees' smart algorithms and data matching we have an opportunity to capitalize in a really meaningful way, and embed this in our wider talent management systems. We're able to track progress and success."

Elizabeth Nelson
Director, Diversity & Inclusion

THOMSON REUTERS

"It went from mentorship in smaller pockets across the company to a business-centered, application-based program that focused on creating visibility and career development opportunities for both mentees and mentors,"

Crystal Neill on How 10KC scaled Nike's Mentoring Programs
Mentorship Program Lead and Senior Program Manager of Global DEI Development

See how 10KC helps you build a mentorship program that drives employee retention and engagement. → **Book a Demo.**

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