



Internal employee mentoring programme

The employees of Deutsche Börse Group show their extraordinary commitment by participating in one of the worldwide mentoring programmes as a mentor.

The “new role” mentoring programme is aimed at employees taking on a new position within line management. A possible mentor for the “new role” mentoring programme is an employee on level 4+ and higher who has at least two years’ experience in the mentee’s new role.

In addition, the “meet your mentor” platform enables every employee to take the role of a mentor or mentee on their own initiative at any point in their career.

The programmes are not intended to act as on-the-job training but rather to support new hires and new line managers in terms of their professional and personal development during their first months in the company or in their new role.

To build and maintain a valuable mentoring relationship, mentor and mentee should meet on a monthly basis. The meeting can be face-to-face or via telephone/video conference.

The mentor’s advantage out of the programme will not be just the positive feeling that comes along with supporting a colleague. Being a mentor strengthens social competencies like leadership- and communication skills and, due to the cross-departmental and cross-location matching, mentors have the opportunity to familiarise themselves with different facets of the company and establish new contacts.

Objectives

- The “new role” mentoring programme aims to support employees transitioning to a new position within line management in any new challenges they face.
- The “meet your mentor” platform is designed to assist all employees of Deutsche Börse Group in their professional and personal development.
- Cross-departmental and cross-location matching measures are designed to give employees the opportunity to establish a network outside their own department and to gain insight into the work of other departments.

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