



Introduction to the BBS NextGen Mentoring Scheme

Concept: community, two-way learning

What it is

Face-to-face mentoring across companies and institutions in Switzerland (we advise at least one F2F meeting)

A safe space to share experiences beyond one's own organization

A two-way learning experience, including reverse mentoring

A relationship based on trust, mutual growth and long-term connection

Concept: community, two-way learning

What it is NOT

NOT a buddy system

NOT a formal training or coaching program

NOT a recruiting or job program

NOT a one-size-fits-all approach

NOT a one-way street where only the mentor shares knowledge

Expectations for mentors and mentees



Professional conduct – Be mindful of and actively avoid potential conflict-of-interest situations in a cross-company setting.



Confidentiality & Trust – Ensure that discussions remain private to create a safe and open pace for both mentor and mentee.



Active Participation – Both mentor and mentee should come prepared for meetings with topics, questions, or updates.



Respect & Flexibility – Respect each other's time by being punctual and communicating in advance if rescheduling is necessary.



Growth Mindset – Be open to feedback and new perspectives; mentoring is a learning experience for both parties.



Closure & Reflection – At the end of the mentoring period, reflect on progress, key takeaways, and next steps.

The process

1. Matching & Initial contact

We **match mentors and mentees** based on intersets, backgrounds and goals.
Both parties will be **contacted with details about their match**.

2. Initial Meeting & Ongoing Engagement

Commit to at least one **face-to-face meeting** to establish the connection.
If there is a good fit, set up **monthly meetings** over 4-6 months.

3. Structured Approach

Each session should have a clear start and end with **focus on goals and desired outcomes**.

4. Feedback & Adjustments

We collect **feedback around 2 months** after the matching.
Re-match is possible if needed (subject to availability).

Feedback: Highlights and Opportunities

24

matched pairs

4.7/5

mean overall
experience

4.8/5

mean match quality

100%

would maintain contact

Highlights from mentees:



Participants appreciated gaining perspectives from different companies and/or departments.



They valued having a safe space to openly share and speak up.

Success driver from mentors' feedback:



Encouraging email exchanges prior to sessions to optimize time and manage expectations.



Maintaining an appropriate frequency of meetings (monthly).



Feeling inspired by hearing from new talents about their visions and needs.