

# 2026 Mentorship Program Proposal

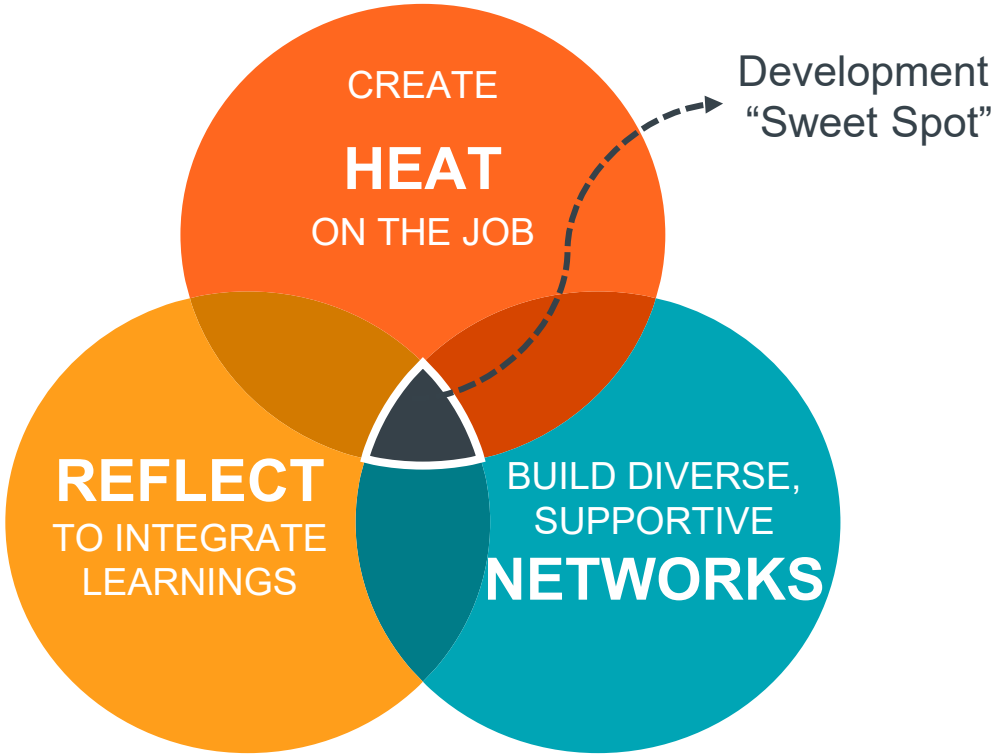
# MSS Mentorship Program Overview

Our Mentorship Program is dedicated to empowering team members through personalized guidance and support, fostering a culture of continuous learning and growth within our organization.

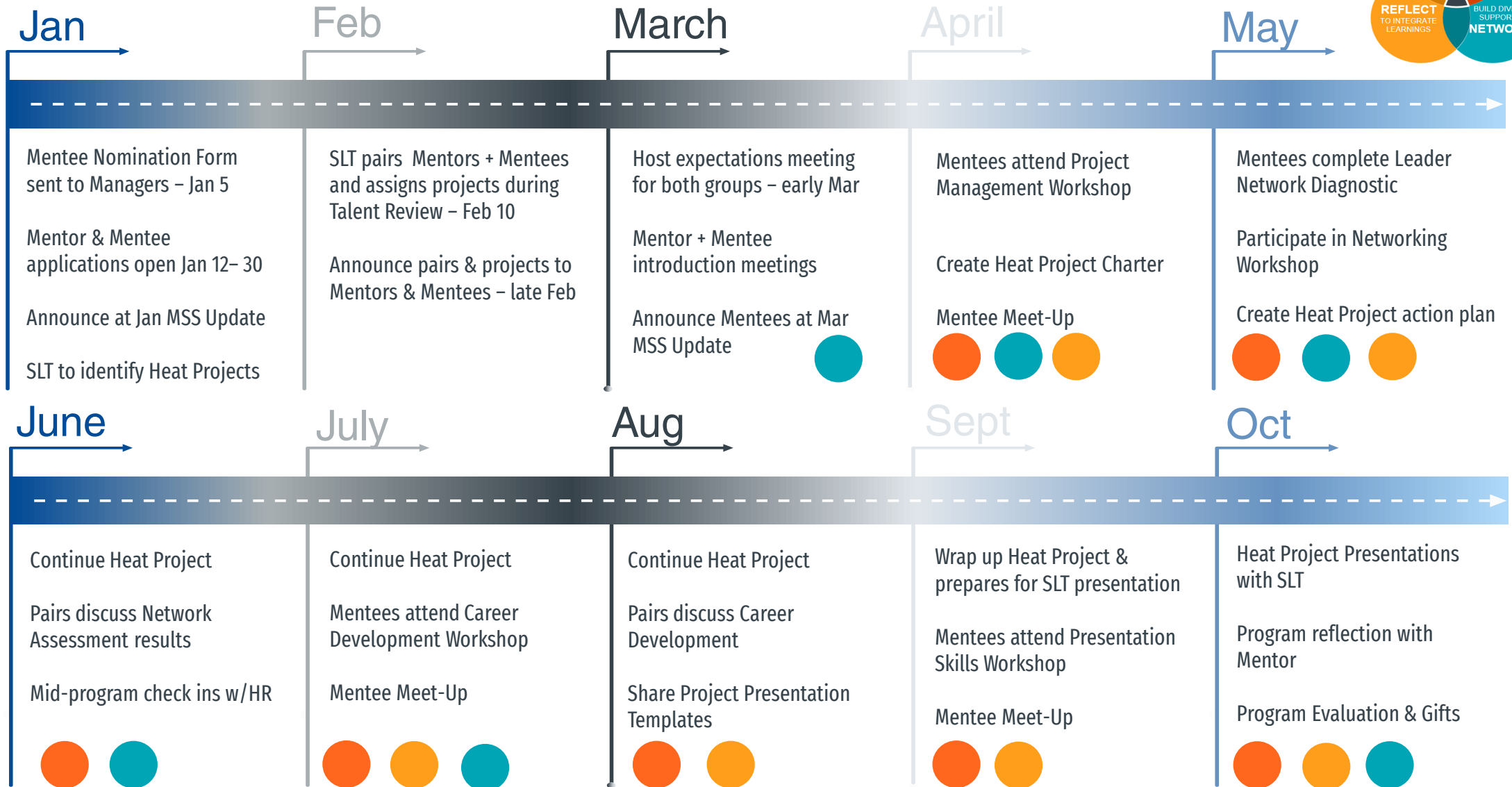
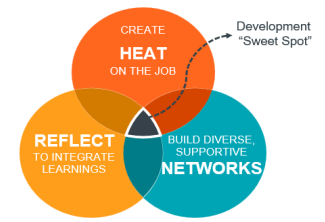
Participants will be paired with a mentor, who will provide tailored coaching to help them execute a "heat" project, expand their professional network, develop their leadership skills, and discuss their career path. Through this program, our mentees gain valuable insights and strategies to increase their visibility and impact within the organization.

We emphasize creating "heat on the job" by encouraging team members to step outside of their comfort zones and take on new challenges. Additionally, we focus on building diverse and supportive networks that enrich our community and foster collaboration. Finally, our program creates space for reflection, allowing participants to integrate their learnings and continuously improve.

Our ultimate goal is to create a supportive environment where mentees can thrive and achieve their full potential.



# Mentorship Program Timeline



# Mentee Nomination Form



## 2026 Mentorship Program Nomination Form

Hello People Leaders,

If there is an employee of MSS (on your team or elsewhere in the company) that you would like to **NOMINATE** for the **2026 Mentorship Program**, please let us know below. **We will follow up by sending them a program application.**

Here are some details about the program for your reference:

The **MSS Mentorship Program** is designed to empower our team members through personalized guidance and support, fostering a culture of continuous learning and growth within our organization.

Our Mentorship Program emphasizes:

- Adding **"heat"** on the job by encouraging team members to step outside their comfort zones and take on new challenges.
- Building diverse and supportive **networks** that enrich our community and foster collaboration.
- Creating space for **reflection**, allowing participants to integrate their learnings and continuously improve.

Mentees will be paired with a Mentor who will provide tailored coaching to assist them in:

- Navigating and executing a "heat" project
- Expanding their professional network
- Developing their leadership skills
- Discussing their career path
- Presenting on their accomplishments
- Reflecting on what they learned

**Let us know who you think would benefit from participation in our program! Thanks so much!**

Your Name \*

Name of Nominee \*

Tell us WHY you are nominating this individual?

Link emailed to Managers – Jan 7

# Mentee Application



## 2026 Mentorship Program Application - Mentee

The **MSS Mentorship Program** is designed to empower our team members through personalized guidance and support, fostering a culture of continuous learning and growth within our organization.

Our Mentorship Program emphasizes:

- Adding **"heat"** on the job by encouraging team members to step outside their comfort zones and take on new challenges.
- Building diverse and supportive **networks** that enrich our community and foster collaboration.
- Creating space for **reflection**, allowing participants to integrate their learnings and continuously improve.

Our ultimate goal is to create a supportive environment where mentees can thrive and achieve their full potential. Through this program, our mentees gain valuable insights and strategies to increase their visibility and impact within the organization.

If you are chosen as a Mentee, you will be paired with a Mentor who will provide tailored coaching to assist you in:

- Navigating and executing a "heat" project
- Expanding your professional network
- Developing your leadership skills
- Discussing your career path
- Presenting on your accomplishments
- Reflecting on what you learned

### 2026 Program Requirements:

- **February:** Mentorship Pairs & Projects announced
- **March:** Attend Kick Off & First Connection with Mentor
- **April – Oct:** Attend bi-weekly reflection meetings with your mentor to review progress, seek guidance, discuss assessments and workshops, and receive constructive feedback.
- **April:** Attend Project Management Workshop & develop Heat Project Charter with Mentor
- **April/May:** Develop your Heat Project Action Plan with your mentor
- **May:** Complete Leader Network Diagnostic & participate in Networking Workshop.
- **June:** Work on project and participate in a Mid-program Check-in call w/HR
- **July:** Work on project and attend a Career Development Workshop
- **August:** Work on project and review Presentation Templates
- **Sept:** Attend Presentation Skills Workshop and develop your Project Presentation for SLT
- **Oct:** Present the outcome of your Heat Project to the Senior Leadership Team and attend program reflection meeting with your Mentor

*\*Based to the volume of applications, all applicants may not be selected for the program.*

*\*\*Participation in the Mentorship Program is intended to enhance overall job skills and does not equate to promotion or special job opportunities*

First and Last Name \*

Current Job Title \*

How long have you worked at Masco Support Services? \*

Are you able to commit to an 9-month program where you meet with your Mentor every 2 weeks and attend Workshops periodically? \*

What are your primary goals for joining the mentorship program? (Select all that apply) \*

- Career Guidance
- Skill Development
- Networking
- Impact on the Organization
- Visibility to SLT
- Other (please specify)

Please describe any specific areas or topics you would like to focus on during the mentorship. \*

What are your career aspirations (3-5 years)? \*

Application window open January 12 - 30



# Mentor Application



## 2026 Mentorship Program Application - Mentor

The **MSS Mentorship Program** is designed to empower our team members through personalized guidance and support, fostering a culture of continuous learning and growth within our organization.

Our Mentorship Program emphasizes:

- Adding "**heat**" on the job by encouraging team members to step outside their comfort zones and take on new challenges.
- Building diverse and supportive **networks** that enrich our community and foster collaboration.
- Creating space for **reflection**, allowing participants to integrate their learnings and continuously improve.

Our ultimate goal is to create a supportive environment where mentees can thrive and achieve their full potential.

Participants will be paired with a Mentor (like you!) who will provide tailored coaching to assist them in:

- Navigating and executing a "heat" project
- Expanding their professional network
- Developing their leadership skills
- Discussing their career path
- Presenting on their accomplishments
- Reflecting on what they learned

Through this program:

- **Mentees** will gain valuable insights and strategies to increase their visibility and impact within the organization.
- **Mentors** will strengthen their skills related to people leadership, project management, coaching, networking and providing meaningful feedback.

Mentor applications are open to any current leader within the organization who is interested in expanding their skills in the areas noted above **AND** can dedicate 1:1 time every 2 weeks to working with their assigned Mentee. The program will begin in March and run through October.

**\*Based to the volume of applications, all applicants may not be selected for the program.**

**\*\*Participation in the Mentorship Program is intended to enhance overall job skills and does not equate to promotion or special job opportunities**

First and Last Name \*

Current Job Title \*

How long have you worked at Masco Support Services? \*

Are you able to commit to an 9-month program where you meet with your Mentee every 2 weeks? \*

Have you previously mentored someone? \*

Why are you interested in becoming a mentor? \*

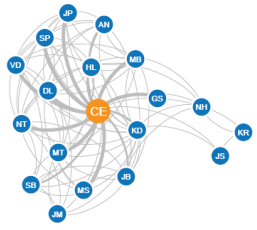
What do you hope to achieve through becoming a mentor? \*

Is there anything else you'd like to share about yourself or your interest in the program?

Application window open January 12 - 30

# Network Analysis Tool

## Chris Example's Network



This personalized report of your core-professional network is based on self-reported connection insights from this report are intended to help improve the effectiveness of your network. You should review this report in the context of your personal and professional goals. Overall, the key question is: How is your network helping you make progress on these goals?

This report has four key sections covering both the structure and the resources currently provided by your network. Each section has personalized suggestions and strategies to help you make effective and relevant improvements to your network.

### Content

- Page 2 - How Open is Your Network?
- Page 3 - How Diverse is Your Network?
- Page 4 - How Deep is Your Network?
- Page 5 - What Resources Does Your Network Provide?
- Page 6 - More on Your Network Resources.
- Page 7 - Key Questions to Improve Your Leadership Network

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## Openness

LEADER NETWORK DIAGNOSTIC

You get value from your network when the connections in your network aren't all connected to each other. Each new connection is an avenue for differentiated, unique information, and the ability to make introductions in your network. In general, the more open your network is, the better. But don't fret too much if your network is more on the closed side because there can be benefits as well.

CLOSED
←
→
OPEN

Very Closed	Closed	Somewhat Closed	Open	Very Open	Too Open

← **IDEAL** →

**Your Network is Closed**

In a closed network, the interwoven relationships of your connections can restrict the flow of external information and opportunities, leading to group-think.

**You never want to forget to nurture your important relationships, but you'll benefit from having access to people across different network boundaries. Invest time in meeting people in different parts of your industry and nurturing those relationships.**

**Don't rely on introductions from your core network. In a CLOSED network, this can be counter-productive. You want to meet people not connected to your core. Consider attending meetings, events, or functions hosted by other teams or departments.**

**Invest in one new connection. The quickest way to open up your network is to build one relationship with someone your network doesn't know already. Embrace whatever strategy for making a new connections that feel most comfortable to you.**

[Open vs. Closed Networks - Vimeo.com/NetworkLeader/Open](#)

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## Diversity

LEADER NETWORK DIAGNOSTIC

A diverse network provides you with perspective and the opportunity to be challenged. Diverse networks include connections that cross one or more of these critical professional barriers:

**Your Network is Mostly Diverse**

Like having an open network, you have opportunities to pass along information and resources between groups. However, you need to ask if the boundaries you are crossing help you achieve your goals.

**Demographic** 30%

**Geographic** 90%

**Horizontal** 80%

**Vertical** 70%

**Stakeholder** 70%

**Demographic**  
Relationships with people who look and think differently than you are.

**Geo**  
Relationships with people who live in different locations.

**Hor**  
Relationships with people who work in different functional areas.

**Ver**  
Relationships with people who have different levels of seniority or power.

**Stakeholder**  
Relationships with people who are not directly involved in your work.

[Diverse Networks - Vimeo.com/NetworkLeader/Diversity](#)

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## Depth

LEADER NETWORK DIAGNOSTIC

The depth of a network is measured by how strong the relationships are. One of the major benefits of your network is to receive support from your connections when you really need it. However, this support often depends on how much you have invested in your relationships and how deep those relationships are.

**Your Network is Balanced**

57% of your relationships being close or very close

A network that has a balanced depth has an equal mix of close/very close and not close/distant relationships. This is an ideal network because the mixture of ties is more likely to bring you benefits from trust and knowledge transfer, as well as novel and unique information.

**Consider what value this diversity brings. Go through each connection, how many would challenge your opinion if needed or provide a different perspective? Make diversity of connections is bringing unique value into your network.**

**Get the most value of each connection. Leverage each connection's strengths. Be about who you reach out to for what, and periodically self-assess how well you're introducing key connections if they have perspectives that could be helpful.**

**Identify gaps you may still need to fill. Evaluate the different perspectives that your connections offer and determine if they help you achieve your goals. If they don't team, group, etc. where you would like to connect.**

**Consider how depth compares to diversity. Take a closer look at your network map. Assess whether or not your strong and weak ties are spread across diverse boundaries. If they are not, identify which boundary would benefit from deeper relationships.**

**Build depth across different parts of your network. Look at the different resources in your network and consider whether you have at least one close tie across each part (Perform, Progress, Provide, & Prepare). Ensure your strong ties are not all invested in one group.**

**Ensure your network is changing. Examine your weak ties and see if they are becoming deeper or remaining the same. Make time to invest in the weak ties so that you both can gain the benefits of a deeper relationship.**

[Deep Networks - Vimeo.com/NetworkLeader/Depth](#)

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## Insights and Reflection

LEADER NETWORK DIAGNOSTIC

**How is your current network helping or hindering your ability to make progress on your goals?**

*As a mid-level manager with a globally diverse team, my current network has been instrumental in providing valuable insights and support. My connections with colleagues globally have helped me achieve my quarterly goals, mentors offered guidance and expertise to navigate my recent career transition. I do need to build deeper connections with my counterparts in different functional areas to enhance my ability to make progress on my goals.*

### Network Development Goals

After taking stock of your challenges and creating some goals around yourself and others, you chose three areas of your network to focus on improving. Below you'll find those three choices and the changes you wanted to make to bring those goals to life. These should be your guiding light as you improve and intentionally pivot your network to something more effective for your future.

**My network was closed, I want to open up my core professional network.**

**Your Plan**

*I am going to set up "get to know you meetings" with key stakeholders in different areas of the business. These individuals are not connected to my current contacts and will help me open up my networks and will be new, diverse sources of information.*

**Personalized Network Actions**

- Define the ideal person to build a connection with. Think about what person, real or imagined, outside of your current network that may help your career or expose you to new information or opportunities. What expertise or new perspective should they have or what team or function should they be in?
- Don't neglect your important ties. While trying to open up your network, don't neglect the important relationships you do have. Make note of the key connectors that are critical to your success. Make space each week for them.

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- \$100 per assessment

# Mentee Workshops

