



Hi-impact Mentoring<sup>®</sup>

Mentoring Connect<sup>®</sup> and  
Mentoring Talent<sup>®</sup>

[www.insala.com](http://www.insala.com)

Insala's Hi-impact Mentoring® SaaS Solution can be licensed to suit your current business needs. Our solutions include a simple and effective online mentor/mentee matching and pairing tool, as well as a more robust customizable enterprise solution that can be fully integrated with your current ERP and talent management systems. Below is a breakdown of our two main licence plans, Mentoring Connect® and Mentoring Talent®:

Connect®	Talent®	Program Formats
✓	✓	<b>One-to-One Mentoring</b> – Match each mentee with a mentor.
✓	✓	<b>Group Mentoring / Mentoring Circles</b> – Match each mentor with a group or circle of mentees: a preferred option when there are more mentees than mentors in your program.
✓	✓	<b>Situational Mentoring</b> – Support an individual for a specific task by customizing the mentoring partnership to be shorter and more informal.
	✓	<b>Multiple Mentoring Programs</b> – Create more than one mentoring program to support different business objectives.
	✓	<b>Multiple Program Types (Mentoring and Coaching)</b> – Create mentoring, coaching, or training partnerships using the same software and functionality.
	✓	<b>Program Qualification</b> – Qualify and target participants to be in a program based on criteria of your choosing.
		<b>Matching Methods</b>
✓	✓	<b>Recommended Self-matching</b> – Raise mentee engagement by allowing them to find their own mentor through a predetermined list of qualified mentors.
✓	✓	<b>Administrative Matching</b> – Assist mentees in finding qualified mentors by letting the program administrator make mentor-mentee matches.
		<b>Mentee-Mentor Relationship Management Tools</b>
✓	✓	<b>Profile Building (including LinkedIn Import)</b> – Provide program participants with a way to learn more about their potential partners before committing to the partnership.
✓	✓	<b>Messaging and Meeting Notes</b> – Facilitate mentor-mentee communication with the messaging tool.
✓	✓	<b>Post-relationship Feedback</b> – Allow administrators to determine program effectiveness by making it easy for mentors and mentees to give partnership experience feedback.
Optional	✓	<b>Electronic Mentoring Agreement</b> – Keep partnerships on track by making mentoring agreements available electronically for all partners to refer back to agreed-upon terms of the partnership.
Optional	✓	<b>Online Learning Plan and Goal Tracking</b> – Set and track goals to determine partnership effectiveness.
✓	✓	<b>Advice and Tips on Mentoring</b> – Provide the support and advise participants need to keep their relationship focused and successful.
	✓	<b>Mentee/Mentor Personality Assessments</b> – Improve the success of each partnership by enabling each partner to learn more about their own personality and preferred working style, as well as their partner's.

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Connect®	Talent®	Program Admin Management Tools
✓	✓	<b>User accounts</b> – Create, edit, and manage user accounts.
✓	✓	<b>User Account Database</b> – Find information about each participant instantly in a searchable database of users.
✓	✓	<b>Add/Remove Users to Programs</b> – Manage specific programs and relationships. Quickly add specific participants to a program, remove from a program, or end partnerships when needed.
Optional	✓	<b>Advanced Messaging and Automated Email Notifications</b> – Send automated notifications and advice to participants for the duration of their mentoring relationship journey.
✓	✓	<b>Program Progress Report</b> – Improve your program success based on information in the program progress report.
	✓	<b>Event Management and Calendaring Tool</b> – Save administration time when scheduling program events.
	✓	<b>Reports Customized to Organizational Structure</b> – Be aware of which parts of your organizational structure are affected by your mentoring initiative.
	✓	<b>Content Management</b> – Edit menu bars and content pages quickly and easily, and for no additional fee.
	✓	<b>Advanced and Customized Feedback Surveys</b> – Gather qualitative and quantitative information to further improve your program objectives.
✓	✓	<b>SaaS Integration Options</b>
	✓	<b>Logo-only Branding</b> – Promote your company brand within our mentoring solution.
Optional	✓	<b>Seamless Branding</b> – Customize our software interface with your brand's colors, fonts, and images to allow for a seamless look and feel to match your online tools.
Optional	✓	<b>Seamless Login and Account Creation</b> – Make it even easier for participants to create accounts and use the program software by allowing employee profile data to be automatically populated.
	✓	<b>HRIS/LMS Integration</b> – Integrate with your existing HRIS/LMS depending on your business objectives, with our consultants' best practices advice.
	✓	<b>Customized Data Fields</b> – Report more specifically and accurately with Insala's ability to create data fields customized for your organization's reporting needs.