



MENTORING PROGRAM

Building a Culture of Mentoring at Scale

A structured cross-functional mentoring program in global shipping

CLIENT	FORMAT	COHORTS	SATISFACTION
Maritime Industry	Online · blended · 10-11 months per cohort	Pilot 2024 · Renewed 2025	10/10

CONTEXT

A shipping group with international operations, wanted to invest in cross-functional knowledge transfer and the development of its next generation of talent. The challenge was not only matching the right people, but creating the conditions for meaningful exchange, one that would benefit both mentors and mentees and strengthen belonging across the organisation. After a successful pilot in 2024, the program was renewed in 2025, confirming its place as a standing initiative within the company's learning strategy.

PROGRAM DESIGN

A five-phase structured program designed and fully administered by EDLT: from goal definition and participant profiling to pair matching, facilitated kick-offs, individual follow-ups and a closing debrief. Pairs were matched intentionally, cross-functional, cross-generational and sometimes cross-geography, to maximise the breadth of exchange. The program was managed externally to create a neutral, confidential space outside management lines, allowing participants to open up more freely than they would have in an internal setting.

WHAT MADE THIS PROGRAM DISTINCTIVE

- **Designed for both sides:** mentors and mentees both developed. The program was built to generate value on both ends of the relationship, not just for the mentee.
- **Real-pair dynamics:** structured kick-offs helped pairs set goals and expectations together, while group sessions gave space to share experiences with peers.
- **External and intentional facilitation:** managing the program externally created a confidential, neutral space that participants said made them more honest and open.

PARTICIPANT VOICES

"It has helped me refine the way I approach internal and external challenges. I often leave our conversations with a fresh perspective I would not have found on my own."

— Aladdy, Mentee

"You will experience significant benefits if you invest even a little time and effort. We have already agreed to continue our dialogue after the program officially ends."

— Gøran, Mentor

"Hearing validations that what I am doing is on the right track definitely boosted my confidence. The tips were practical in dealing with challenges in my role."

— Geovanni, Mentee

RESULTS

10/10 average satisfaction

Pairs continued meeting independently after program close · Increased cross-BU cooperation reported