



WHAT IS THE PERCEPTA PROGRAM?

Percepta is one of four Pathbuilders programs designed to advance women at different levels in their careers. The typical Percepta Mentee is focused on learning to manage people and projects, and they are typically Managers, Project Managers, and high-performing individual contributors who aspire to manage.

Our proven formula combines small group mentoring (2-3 Mentees with each Mentor), a customized curriculum of interactive workshops that deliver powerful and relevant content, and rich, facilitated peer exchange. The 6-month program is entirely online and convenes participants from across North America and beyond. Since 2004, this program has positively impacted the career success of more than 2000 women!

Percepta prepares women to take ownership of their growth, build strong personal brands, and establish credibility to work across functions and geographies. Core to our success is exemplary Mentors who share their time and wisdom with their Mentee Groups.

WHAT MAKES SOMEONE AN IDEAL MENTOR?

- Successful female leader—typically a Director, Sr. Director, or AVP in an organization of any size
- Self-aware, insightful, consciously-competent leader, willing to share their stories and challenges
- Understands the challenges of managing people, projects, and results and is able to offer a mid-level leader's perspective on Mentee priorities
- A minimum of 15 years of post-college, professional experience

WHAT IS THE MENTOR EXPERIENCE?

YOUR MENTOR INTERVIEW

Rigorous Mentee-Mentor matching is at the heart of what we do at Pathbuilders. As such, we conduct hourlong, personal online interviews with each Mentee and Mentor candidate — Mentor interviews focus on identifying areas of expertise, experience, and insight. We dedicate five person-hours to finding the right peers and Mentor for each Mentee—optimizing, rating and timing each match. Please note that we interview ~25% more Mentors than needed for each cohort in order to build a pool that allows us to meet the unique needs of each small peer group. Unfortunately that means that great Mentors go unmatched in every program—it's not about good Mentor or bad Mentor, it's about right Mentor!

IF YOU ARE MATCHED...

Your total time commitment would be ~25 hours over the course of the program's six-month timeline, and cohorts begin throughout the year. The entire program is run on Zoom. Your commitments are:

- A mandatory Mentor training session plus attending one of several Mentoring Group Kick-Offs
- Monthly hourlong Mentoring Sessions with your group of Mentees
- (Optional) Monthly topical workshops designed around the Mentees' key challenges

Additionally, each month you will receive a synopsis of Mentee content along with a robust set of materials with goals for the mentoring time, guidelines for session management, and ideas on how to prepare.

THE PERCEPTA MENTOR COMMUNITY

The Mentor community is a vibrant collection of amazing leaders. Pathbuilders enjoys an 80% repeat rate for program Mentors, many of whom are alumnae of our Achieva® program! **Percepta Mentors tell us they are better managers and leaders as a result of their participation, gaining great insight from their Mentee groups!** To learn more, please contact pat.falotico@pathbuilders.com.