

Experience Matters...

MENTORING PROGRAM OVERVIEW



IT Partners provides SAP Mentoring services to clients looking to leverage the experience of SAP professionals who have useful knowledge of the industry our clients currently work in or aspire to work in. Our Mentors work one on one with clients, tailoring the program to meet the specific needs of that individual. Some clients feel 'stuck' in their career or have reached a plateau and just don't know how to achieve the next level of professional growth. Other clients are at a pivotal junction in their career and need mentor assistance to make a major career decision. Whatever the needs, IT Partners Mentors can assist in helping our clients meet their SAP professional goals while not going at it alone or uneducated.

Blueprint

Clients receive an initial consult upfront, prior to committing to the program. We discuss the program and client expectations to see if SAP Mentoring is a good fit for both parties. The first week or so on board with the program, the Mentor and client talk frequently as the client takes Mentor feedback based on his/her specific situation and begins to put their career in order and clearly identify where they want to go professionally. Consider this the blueprinting process where the mentor gets to know where the client is and where they want to be. Only then can they work together to determine how the client will reach their goals.

Action & Accountability

Once the blueprint is identified and laid out, the Mentor and client move into the Action and Accountability phase. The idea is after initial meetings, the client will be on a milestone driven plan on their way to achieving

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professional success. They won't be alone or blindly making decisions. The Mentor will be available to coach them in their thought process, provide insight into implications of their decisions down the road, and advise of the correct way to go about making changes to their SAP services. One example Mentors come across often is a client who is considering moving from the employee world to the profession of independent consulting. Mentors are asked...How do I go about doing this? Am I ready? How is becoming an independent SAP consultant different than working for a company? Clients don't and shouldn't go about making this decision alone...

In this Action and Accountability phase, the Mentor and client will tag up twice a month and discuss any changes to the blueprint, goals achieved, roadblocks, etc. Agendas and any prep materials will be sent out to the client at least 24 hours before the call.

Each client is different and requires individual services specific to their situation and aspirations. The spirit of the Mentoring Program is to align a client with an experienced SAP Mentor who can help that client blueprint their goals and achieve long-term success. Additional meetings each month or support services can be arranged and accommodated based on client needs.



The final phase is Success. When you lay out a feasible plan and you stick to it, the natural result is success. At this point, the Mentor shares equally in the client's success and is happy to have been of service. We ask at this point that our clients keep in touch! The Mentor/client dynamic often develops into a valuable professional relationship. IT Partners' network of SAP professionals is constantly evolving and growing, and we welcome the opportunity to stay connected and look forward to a day were we have the opportunity to be of service again in some way.

Thank you for considering the IT Partners Mentoring Program.