



**mentoring
exchanges**

Building Purpose • Achieving Performance



Global mentoring exchanges - matching development, private sector and academic professionals, to advance professional and social outcomes.

Would you like to develop yourself, professionally or personally? Or prepare for your next role? Are you looking to improve your skillset? Are you an organization interested in attracting and retaining top talent and improving your organizational image? Want to make a contribution, or give back to the community?

What we at Mentoring Exchanges do is put development professionals, often working in resource constrained settings, together with international executives and academics, for conversations around professional development, leadership and management.

Mentoring Exchanges provides personalized matching. We carefully match unique individuals to find the sweet spot between purpose, passion and professional development to deliver greater social value. If you or your organization would like to get involved, please contact us!

Our Mentoring Program

Mentoring is a beneficial and exciting experience for both mentor and mentee – creating a safe, non-judgmental space for development – with invaluable outcomes.

Our mentorship focuses on a developmental mentoring model – whereby the mentor will focus on developing the mentee's confidence and skills. Our program offers an excellent opportunity for mentees to gain insights into - how to advance in their careers; become a mentor, as well as lead and manage teams, while providing mentors with a platform to share knowledge and skills, and “give back” through a rewarding learning experience.

To find out more and get involved - Contact us!

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We match professionals working in development organizations from around the world with experienced international business people and academics. We believe in a personalized approach and as such, we carefully review applications on both sides through tailored matching to ensure the best fit. We take into consideration each applicant's specific needs, competencies, challenges, geographical or other constraints. We process each applicant personally. Each match we make benefits from this human touch.

The Benefits...

Mentee	Mentor	Organization
<ul style="list-style-type: none"> • increased confidence, knowledge and skills • career development inputs • contacts, networking and advice on how to grow your network • mentoring experience to share with others • leadership skills • thinking partner • help with problem-solving and decision-making • strategies to manage relationships and deal with people • support from an ally who believes in you and your ability 	<ul style="list-style-type: none"> • job satisfaction: seeing others develop & supporting their success • “giving back” to the community/others, making a difference • stimulation & positive intellectual challenge • learning and developing oneself, explaining/listening to different perspectives • increased skills in developing others • confirmation of your experience and recognition of your mentoring skills • leadership development 	<ul style="list-style-type: none"> • leadership development • positive organizational image • improved staff motivation • succession planning • better retention of employees • easier recruitment and induction • “giving back” to the community/others, making a difference • development and management of corporate culture • improved communication • increased flexibility and crossfunctional leadership

The Mentoring Relationship

Mentoring connects individuals through a mutually beneficial relationship based on give and take. Each participant learns through this process and these encounters have the potential to be transformative. Mentors and mentees inspire one another: mentees become mentors, doors open and thus, this process becomes a butterfly effect.

Your Team and What Brings Us to Mentoring...



Palena Neale
Founder & CEO

I am passionate about making matches that put people and resources together so that individuals, organizations and societies grow and develop. I am an enthusiastic coach, mentor and university lecturer and I have over 20 years working in international development.



Jessica David
Managing Director

I am interested in contributing – making a positive change /impact in our societies. I have recently completed an MBA in Geopolitics and International Business and before that I was working internationally developing my skills leading diverse and multinational teams.