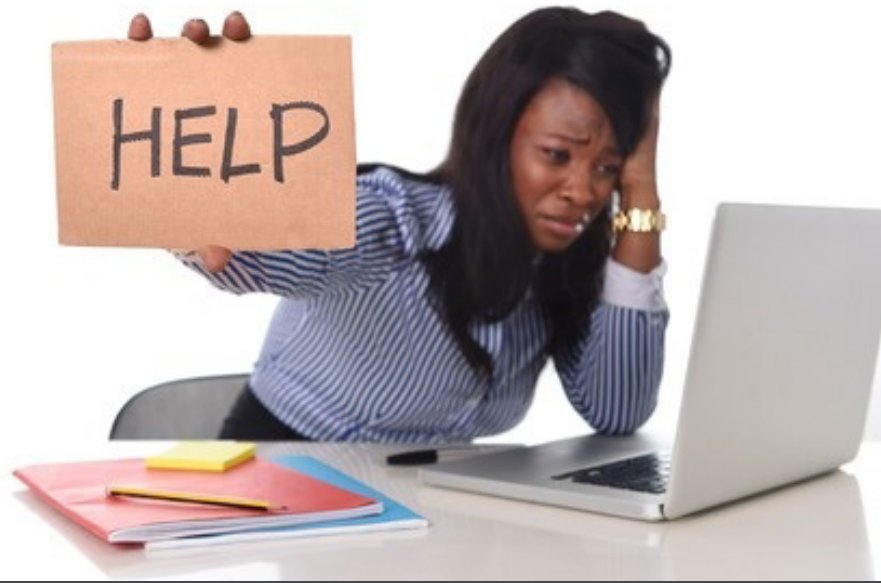


MENTOR MATCHING IN RIVER

Stop suffering through tedious and time-consuming spreadsheets as you pair people up in mentoring relationships!



What used to take program administrators days or weeks to complete can now be done **in seconds** with the use of River mentoring software. Our matching capability is a critical part of what makes River a **must-have solution**.

A One-Two Punch

River mentoring software gives you a powerful one-two punch for matching people.

1. River's Algorithm

Our intelligent proprietary matching algorithm takes the guesswork out of matching people in pairs or groups. You can configure the matching algorithm independently for each mentoring program you run, taking into account criteria such as:

- Alignment between the mentee's competency/skill development needs and the expertise and experience of available mentors
- Organizational demographics (e.g., business unit/department, role, location/geography)
- Personal demographics (e.g., gender, race, ethnicity)



Best Practice

Elements within the algorithm can be weighted so that you put more emphasis on the factors that matter the most to you and your program. Once the algorithm runs, people are presented with quality matches for their relationships.

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2. The Matching Process

Who makes the final matching decision:
the participants or the administrators?

With River, the choice is yours. River makes it easy for you to match people in pairs or groups using a variety of options:

- Self-directed matching – Allows mentees to select and invite their own mentor from a list of suggested individuals prioritized by River’s intelligent algorithm.
- Administrator matching – Allows administrators to leverage suggestions from River’s algorithm to make a match for users based on the users’ goals.
- Bulk matching – Allows administrators to upload pre-defined paired matches, as well as specify the focus, competencies, and goals for those relationships.



Best Practice

Most organizations use a **combination** of self-directed and administrator matching options for their programs, with one matching option being right for certain programs while the other option makes better sense in other situations.



Your Coach in the Corner

We know that each mentoring program is unique; this is why the mentoring experts at River will take the time to discuss your program needs with you, assess your organizational culture, identify the options open to you, and help you determine the best matching fit for you and your program(s). Our mentoring program design consultations and strategic program planning sessions can help set you up for success.

With our award-winning mentoring software and world-class expertise, River can help you do more with mentoring. Contact us today to get started.