



## International Mentoring Conference of the International Cross-Mentoring Program in Luxembourg Monday, September 28<sup>th</sup>, 2009

Endorsed by the Ministry of Equal opportunities, Luxembourg

Venue: Hilton Hotel Luxembourg, 12, rue Jean Engling, Luxembourg,  
www.hilton.co.uk/luxembourg

Time	Speaker	Topic	Venue
09.30-09.45	Rita Knott, Managing Partner Luxembourg & Business Partners	Welcome of all International Guests and HR Specialists  Presentation of the Mentoring conference agenda and presentation of the Business Partners: <ul style="list-style-type: none"> <li>• Kirsten M. Poulsen, KMP+, Copenhagen</li> <li>• Cosima Lindemann-Stübbe, Business Coaching &amp; Consulting, Frankfurt</li> <li>• Susanne Habran, Habran-Jensen Consulting, Luxembourg (Business Partner for France)</li> <li>• Ana Oliveira Pinto, Executive Coach, Lisbon</li> <li>• Lena Mangell, Life &amp; Career, Stockholm</li> <li>• Ricarda Harris, Harris Consulting, Schöftland/Switzerland</li> <li>• Richard C. Clark, Organizational Change and Coaching, London</li> </ul>	Hotel Hilton Luxembourg  Panorama Room, 19 <sup>th</sup> floor
09.45-09.55	A. Macovei-Grençon, Partner, PwC Lux., J.-C. Bintz, Managing Director of Lakehouse, Steinsel/Luxembourg	What can be achieved through mentoring?  A mentee and a mentor of a former Cross-Mentoring Program in Luxembourg talk about their experience	Panorama Room,
09.55-10.05	Sylvia Rohde- Liebenau, Senior HR Officer, People Development and Organization Mgmt., European Investment Bank Luxembourg	Case study:  European Investment Bank Luxembourg: Why is mentoring valuable to the organisation - and not just for the participants?	Panorama Room,
10.05-10.15	Kirsten M. Poulsen, Business Partner, Copenhagen	Return on investment:  Mentoring in a strategic perspective – how to ensure ROI	Panorama Room
10.15-10.45	All Business Partners, International Guests and HR Specialists	Interactive World Café workshop with all Business partners and experts <ul style="list-style-type: none"> <li>• how mentoring is being used already,</li> <li>• how mentoring can help bring more women into top management</li> <li>• pitfalls and success criteria</li> <li>• the value in the own company for this</li> </ul> Different subjects at each table, comments, questions, learning etc. are captured on the flipcharts	Panorama Room
10.45-11.05		Coffee break – and presentation of the results from the World Café workshop	Lobby on the 19 <sup>th</sup> floor



11.05-11.20	Marit Hoel, Founder and CEO of the Centre for Corporate Diversity in Norway	The Norwegian way – gender diversity experiences based on the quota laws	Panorama Room,
11.20-11.40	Nadja Weber, Master Student and Ass.- Professor Dr. Gudrun Ziegler and Nadja Weber, Master Student, Master study “multiLEARN” Uni Luxembourg	Short summary of current research on the Cross- Mentoring Program - findings until now: <ul style="list-style-type: none"> <li>• Learn more about learning within mentoring</li> <li>• Evaluate learning outcome beyond satisfaction surveys</li> <li>• Understand the art of mentoring from the mentor side</li> </ul>	Panorama Room,
11.40-11.50	Rita Knott Kirsten M. Poulsen	Results of mentoring in open programs: Cross-Mentoring Program Luxembourg and “Ledermentor”-programmet from Norway	Panorama Room,
11.50-12.00	All Business Partners	Presentation of the International Cross-Mentoring Program – and how it addresses the success criteria and learning points from the past	Panorama Room
12.00-13.00		Buffet Lunch	Lobby on the 19 <sup>th</sup> floor
13.00-13.10	Rita Knott	Welcome to the open afternoon conference, presentation of program and speakers	Panorama Room,
13.10-13.25	Françoise Hetto- Gaasch, Minister for Equal opportunities Luxembourg	Speech by Mrs Françoise Hetto-Gaasch, Minister for Equal opportunities, Luxembourg about the role of the Ministry and the positive actions	Panorama Room
13.25-13.35	Nerma Gökçe, Chairman Quality System, Istanbul	The impact of female Leadership in Istanbul	Panorama Room
13.35-14.00	Questions and answers to the panel	Questions to the panel	Panorama Room
14.00-14.15		Coffee break	Lobby on the 19 <sup>th</sup> floor
14.15-15.15	All Mentees and Mentors of the 2008/2009 Program facilitate a workshop	Workshop: Results of the Cross-Mentoring Program for Women in Leading Positions in Luxembourg by the mentees and mentors - exchange of international experiences with the invited specialists	Panorama Room
15.15-15.45		Closing cocktails and networking	Lobby on the 19 <sup>th</sup> floor
16.00		Shuttle departure to Luxembourg airport	Lobby, ground floor

**Conference fee:** € 100 (incl. VAT), deadline for last bookings: September 10<sup>th</sup>, 2009  
The conference fee includes conference and catering charges.

½ day participation in the morning session **OR** afternoon session:  
€ 35 (incl. VAT)  
Buffet Lunch only: € 35 (incl. VAT).



