

## ELSNER MENTORSHIP PROGRAM

Mentoring is a valuable tool for developing our most important asset, our people.



ELSNER has been growing with extraordinary speed. As manufacturers of machinery that produces essential products, we have relied on the strength of our workforce to keep up with demands during challenging times. With a growing skills gap and labor shortages in the marketplace, we realize that providing programs that help our employees grow and evolve is the best way to not only retain valuable talent, but to develop our workforce so it continues to be a force to be reckoned with even during those challenging times. We are very proud of the program as well as the mentors and mentees who participate.

Now let's learn more about the program and some of their experiences...

AT ELSNER, OUR MENTORSHIP PROGRAM AFFORDS ALL EMPLOYEES THE OPPORTUNITY TO PARTICIPATE AS MENTOR, MENTEE OR EVEN BOTH. WE FIND THAT PARTICIPANTS GAIN OPPORTUNITIES TO RECEIVE HELPFUL CAREER ADVICE, ENHANCE THEIR LEADERSHIP DEVELOPMENT SKILLS, BROADEN THEIR PROFESSIONAL PERSPECTIVES, FIND CREATIVE SOLUTIONS TO CHALLENGES, AND CELEBRATE THEIR SUCCESSES.



THE PROGRAM IS DESIGNED TO BE FLEXIBLE TOO. MENTORS AND MENTEES WORK TOGETHER TO SET THEIR EXPECTATIONS FOR THE PARTNERSHIP. THEY DECIDE WHAT GOALS THEY WANT TO ACHIEVE, HOW OFTEN AND WHERE THEY WANT TO MEET, AND WHAT LIMITS THEY WANT TO PLACE ON THE INFORMATION SHARED. WE BELIEVE MENTORING IS A “GET AND GIVE” EXPERIENCE, AND TRUST IS THE MOST IMPORTANT FACTOR FOR BUILDING A STRONG RELATIONSHIP.



ELSNER ALSO PROVIDES COMPANY-SPONSORED EVENTS FOR PROGRAM PARTICIPANTS. OUR MOST RECENT INCLUDED A “MAKE YOUR OWN SUNDAE” ICE CREAM SOCIAL.







“People who have strong mentors accrue a host of professional benefits, including more rapid advancement, higher salaries, greater organizational commitment, stronger identity, and higher satisfaction with both job and career. They also see personal benefits such as better physical health and self-esteem, ease of work-life integration, and stronger relational skills. At its best, mentoring can transform lives and careers while bolstering retention and maximizing employee potential.

” Harvard Business Review

A few of our mentors and mentees have shared a little about their experiences in the program. Read on to learn more!

## BRI & BRANDY

“The true friendship that has developed between my mentee and I has been a wonderful benefit of this program. She’s helped me become a better mentor in both a work and personal aspect. One of my favorite experiences thus far has been when we decided to go on a Saturday excursion and enjoyed a day outside of work together.” - Brandy, Mentor, Supply Chain Manager

“My mentor has allowed me to feel as though the workplace is a safe place full of opportunities. Simply knowing I have such a strong support system who understands me professionally and personally has been very beneficial. I feel as though my mentor has my best interest in mind, and we can openly have conversations that encourage constructive criticism and positive feedback.” - Bri, Mentee, Human Resources Recruiter



## CHARLIE, ADAM, AND RYAN

“Being a mentor has allowed me to refine the way I see things and understand more about the way others perceive the same issues. My growth from the program has come in the form of learning how to teach better. It has meant a great deal to be part (if only a small part) of the growth and development of colleagues.” -Charlie, Mentor to Adam, Plant Manager

“I have enjoyed seeing both sides of the program. I was able to apply how Charlie mentors me and use that style when working with Ryan. The best advice I could give for anyone participating in this program is to be completely open. Go in with some expectations and goals, but don’t overcomplicate it. What you want to get out of the program may change.”

-Adam, Mentee of Charlie and Mentor to Ryan, Quoting Specialist

“My mentor has helped me to feel very welcomed to ELSNER and has been very helpful to turn to when I have questions. I have greatly benefited because of the conversations about broader industry topics as a whole.” - Ryan, Mentee of Adam, Machining Pre-Apprentice



## ANGIE AND BRIAN



“I enjoy coaching and uplifting others. I coached volleyball for years and seeing others grow and succeed means a lot to me. Helping to develop our newer employees has been a way to let them know we care and want them to find a home here long-term. Sometimes I feel like my mentees help me more than I help them. Listening to their concerns and trying to look at things from their perspective has made me a better manager. I also feel like it helps me to make better decisions for us as a company overall.” -Angie, CFO, Mentor

“I learned about the mentorship program during my orientation as a new employee and felt it would be beneficial in my new environment to work with other departments. My mentor brings a lot of perspective that allows me to see the big picture with our company. I have gained a lot of appreciation for what other departments do and how they interact with each other. My mentor even spent some time in my department to help us with one of our projects. It was a great experience to show her part of my job. We also do volunteer projects for veterans together.” -Brian, Mentee, Assembly Support Associate



If you or someone you know is interested in all the benefits that a career at ELSNER has to offer, including our Mentorship Program, reach out to our Human Resources Department for more information or **APPLY TODAY!**