



Internal employee mentoring programme

The employees of Deutsche Börse Group show their extraordinary commitment by participating in our internal mentoring programme.

This programme is an interactive development initiative where experienced employees act as mentors for other employees within the company. Those mentors support mentees by sharing their knowledge, proficiency, and experience helping mentors work toward achieving their own objectives.

Our “meet your mentor” platform enables every employee to take the role of a mentor or mentee on their own initiative at any point in their career. To establish and maintain a valuable mentoring relationship, mentors and mentees should meet on a monthly basis. The meetings can be face-to-face or via video conference.

The mentor’s advantage from the programme will not be limited to the positive feeling that comes from supporting a colleague. Being a mentor strengthens social competencies like leadership- and communication skills and enables mentors to get new perspectives. Mentees benefit from receiving guidance, advice and support from experienced employees resulting in personal growth, expansion of (institutional) knowledge, and increased self-confidence. With a cross-departmental and cross-location matching, mentors and mentees can familiarise themselves with different facets of the company and establish new contacts.

Objectives

- The mentoring programme aims to support employees in defined topics of their choice such as transitioning to a new position, career planning and personal development.
- The “meet your mentor” platform is designed to assist all employees of Deutsche Börse Group in their professional and personal development by allowing them to sign up as mentors and make fitting mentoring pairings at their own initiative.
- Cross-departmental and cross-location matching opportunities are designed to give employees the opportunity to establish a network outside their own department and to gain insight into the work of other departments.