



ANRD Asia Mentoring Program

Issue:

This project aims to establish a mentoring program for the Asia RD Center focusing on cross divisional mentoring for managers Grade 18 and above. If the pilot is successful this program will be launched across AN Division here in Singapore and beyond.

What has been done:

Internal existing opportunities have been explored. A mentoring program in the US has been identified and divisional HR was approached. A pilot program proposal has been outlined as part of the FSLI project and HR has been engaged to roll out the pilot program for Singapore with the aim to expand it into Asia if successful.

Impacts/New Partnerships:

Benefit to the organization, mentors and mentees:

- Enhancing strategic business integration
- Encouraging retention and therefore reducing turnover cost
- Improving productivity
- Breaking down cross-divisional "silo" mentality
- Elevating knowledge transfer from long-term employees
- Enhancing professional development (without the need of engaging external consultants)
- Enhancing company culture by fostering relationships among diverse employees with diverse background

Outcome of Project (societal impact/ measure of increased quality of life)

The project is currently presented to Abbott divisional HR in Singapore and the possibilities of implementing a pilot before end of 2013 are explored.

How has your project been aided by your FSLI experience?

The mentoring program initiated by FSLI has inspired me to find a similar program in Abbott Nutrition. There was a mentoring program offered inside the US but nothing on a global level. The importance of effective communication inside an organization that was discussed during various FSLI residential sessions inspired to focus on cross divisional mentoring.

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