

* **Cross Mentoring Result for K-WIN**

	MENTOR	MENTEE	NO	METHOD	TOPIC	COMMENT	Recommendations
1	Jiyoong Song (GE)	Kayoko Sakai (Sonpo Japan)	5	phone/skype	Mindset, Influence, Gender Equality	Korea/Japan has similar situation & similar background was good.	Recommend 5-6 months duration
2	Jiyeon Kim (Invista)	Onoue Hiroe (MSD)	9	phone	Communication skill, CDP	Similar issues in Korea/Japan-Leadership & 2nd life plan	Will continue till 2015. Face to face meeting
3	Kumjoo Huh (Kyobo)	Saiko Nari (MUFG)	6	phone	Leadership, Time Management	Similar job position & culture created better understanding	Stronger commitment to set up sessions
4	Yonghee Kim (Puratos)	Tokuda Haruko(Intage)	5	phone/faceto face	CDP, Communication w/ subordinates	Due to language barrier, in-depth conversation was not possible	Need mentees with stronger commitment
5	Myunghee Kim (SK)	Rieko Tokoro (NTT)	2	phone	Had difficulty deciding on topic	Sessions were held at night & thus became emotional	Fix mentoring topic and let mentee select
6	Junko Owada (Recruiter)	Da Jeong Chong (Takeda)	5	videophone	Boss Handling, CDP	Learned basic skills & developed long term career view	Face to face meeting
7	Asako Hoshino (Nissan)	Hyun Kyung Park (Sanofi)	5	phone	Communication skill	Gained insight	Longer duration
8	Kosugi, Noriko(Molex)	Song Ju Hyeon (HP)	5	phone	Managerial Skill, D&I, WLB	Learned self motivation. Similar profession was helpful.	Longer duration
9	Umeda Chifumi (MSD)	Jeonghyun Lee (Lina)	4	phone	Career Change-overseas	Learned to execute projects	Longer duration
10	Yukiko Endo (Oracle)	Sunghee Cho (KT)	4	phone	Career Change & WLB	Seeked advise on ERP	Add email mentoring and longer duration

* **Overall Summary**

Most mentoring sessions were held 5 times on average and topics were on Leadership, Gender Equality, Career Development, Communications Skills Managerial Skills & Work Life Balance. Mentees especially expressed high satisfaction on the mentoring sessions and stated that same industry experience was helpful.

The benefit of the program were the similar corporate cultural background between the two countries and experiences shared by executives who participated as mentors. Two pairs met face to face and felt that this was meaningful.

Recommendations were to have longer duration, increase the number of participants and also to add email communications.

It was also recommended to match mentors and mentees based on predecided topics