Mentoring program results report

All programs | HR leadership & business dashboard

NOTE: THIS IS A POINT-IN-TIME SNAPSHOT OF A LIVE VIEW

Nordic Mentor does not produce static HR reports that go out of date once a year. The platform continuously tracks your organization's skills flows, active pairs and skills gaps in real time. This PDF summary was printed for executive decision-making and reflects the situation on 29 October 2026 at 10:00.

PARTICIPATION RATE	ACTIVE PAIRS	PROGRAM PROGRESS	COMPATIBILITY
55	**25**	**86%**	**85**
participants (of 88 invited)	pairs (activity 96%)	completed	/ 100

AI insight

Your organization has a significant skills gap in Advanced Negotiation Techniques (7 want to learn, only 4 list it as a strength). We recommend focusing themed sessions on this topic.

Organizational skills map

The organization's strengths and the skills it wants to develop.

Strengths

Skills reported by employees

B2C Sales & Closing	11
Active Prospecting & Sourcing	10
Digital Sales & Social Selling	9
EV & Hybrid Product Knowledge	8
Customer Experience (CX)	7
CRM & Pipeline Management	6
Gross Margin & Profitability	5
Advanced Negotiation Techniques	4
Vehicle Valuation & Trade-ins	4
Dealership Operations	3
Financing & Insurance Sales	3
Inventory Turnover Management	3
Sales Team Leadership	1

Development areas

Development areas identified by employees

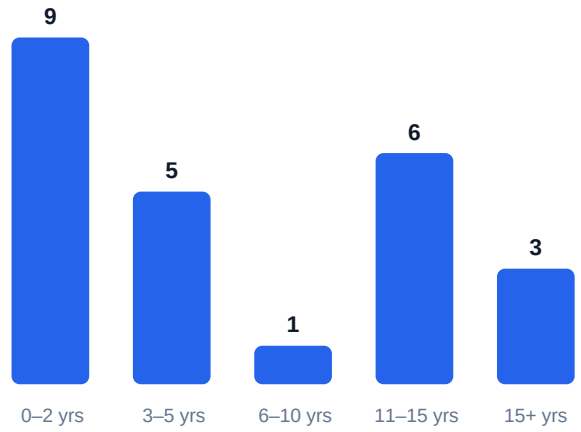
Advanced Negotiation Techniques	7
B2C Sales & Closing	7
Digital Sales & Social Selling	6
Inventory Turnover Management	5
Sales Team Leadership	5
Active Prospecting & Sourcing	4
CRM & Pipeline Management	4
Customer Experience (CX)	4
EV & Hybrid Product Knowledge	4
Vehicle Valuation & Trade-ins	4
Dealership Operations	3
Financing & Insurance Sales	1

Participant profile

Participants' experience, roles, working languages and ways of working.

Work experience

Participants by work experience



Mentoring roles and preferred meeting intervals

As mentor	10
As mentee	14
As both mentor and mentee	1

LANGUAGES

Finnish	24
English	8

COMMUNICATION STYLE

Direct	10
Casual	8
Structured	4
Reflective	2

MEETING FREQUENCY

Once a month	18
Every two weeks	4
Flexible	2

Mentor capacity

Number of mentor slots relative to mentees' demand

0.73

mentor slots per mentee

SLOTS	DEMAND
11	15

More mentors are needed. We recommend inviting new mentors.

Want to see this with your own organization's data? Book a 20-minute walkthrough: nordicmentor.com

+ More metrics that tell you what, how and why things happen in your organization.