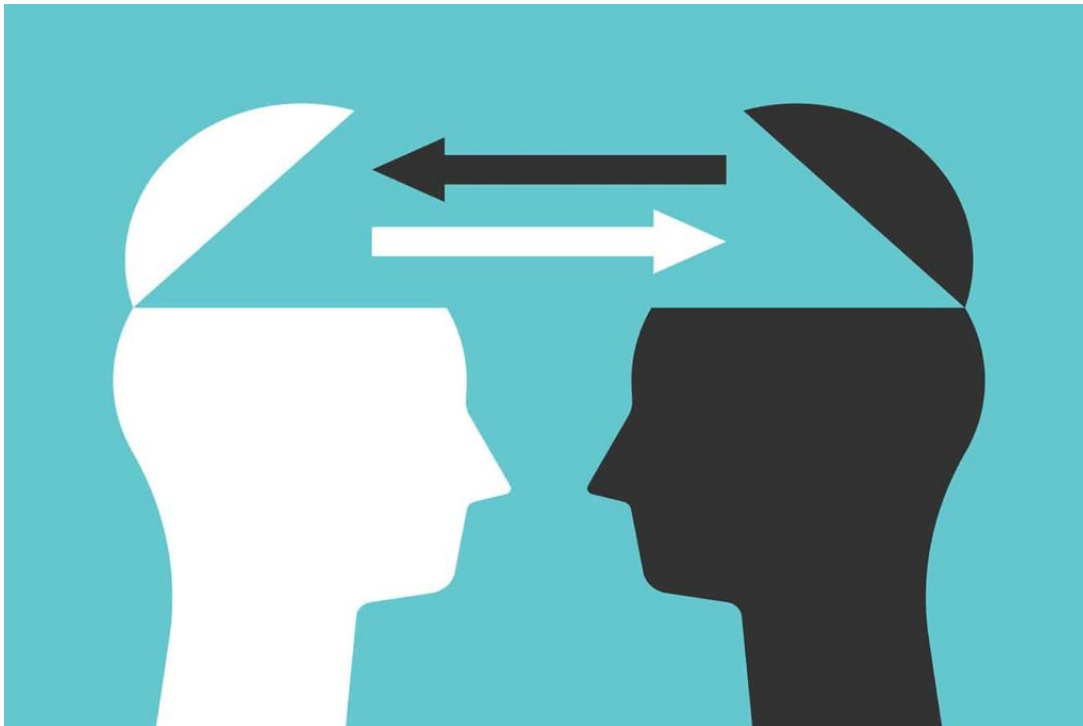


Life at Nuance, Mentor program

Mentoring Matters: partnerships can make a real difference

[Life at Nuance](#)

August 25, 2020



We all have knowledge and experiences to share – but how do you start forming relationships to learn from others? Our Mentoring Matters program gives employees the chance to take that first step in connecting with someone with experiences and knowledge to share. In this blog, a few mentors and mentees explain what they gained from the program, and how the valuable connections they made have had a real impact on their careers.

Lissandra López joined Nuance in 2019 and works as the Senior Manger of Talent and Organizational Development. She is passionate about learning, organizational development, diversity and inclusion, and empowering individuals to reach their full potential. She has a BA in Economics from the University of Massachusetts Amherst, and an MBA in Organizational Leadership from Simmons College. Outside of work, she enjoys spending time with her familia, reading, traveling and volunteering in her community.

John C. Crosby said, “Mentoring is a brain to pick, an ear to listen, and a push in the right direction.” Nuance employees know this firsthand – our global Mentoring Matters program gives them the opportunity to make a meaningful connection with a colleague so they can learn from each other. Mentees and mentors talk about their careers, aspirations, experiences and more. While Mentoring Matters is a formal mentoring program, there is little formality involved! Conversations between the mentees and mentors happen across locations, lines of business and levels. Meet a few of our mentors and mentees and learn how mentoring has had an impact on them!

Skilling up

Nagaraj (mentor), Manager, Project Management Client Service in India



Nagaraj is passionate about helping his own team develop their skills, so it is no surprise that he became a mentor in the program. Since he is Project Management Professional (PMP) certified, his two mentees: Jeban and Geetha truly benefit from

his one-on-one guidance and experience. Nagaraj believes in the power of mentoring, especially when it comes to sharing career advice. The benefit to him? Mentoring has strengthened his own leadership skills as well – it's a win-win. Says Nagaraj, "my purpose as a men

tor
is to
mak
e
sure
my
men
tees
hav
e
clea
r
goal
s
and
they
kno
w
how
to
attai
n
the
m."

Jeban (mentee), Principal Project Manager in India



Jeba
n
join
ed
Men
toring
Matters
bec
aus
e he
kne
w
ther
e
wer
e
are
as
he
nee
ded
to
imp
rove
in
ord
er
to
bec
ome
a
mor
e
well-
rou
nde
d
proj
ect
man
ager
.

Nag araj help ed him figur e this out. "Dur ing our men tori ng part ners hip, Nag araj has sho wed me how to be a bett er lead er and effe ctive ly impl eme nt succ essf ul proc esse s. He's shar ed help ful tool s rele vant to PMP conc epts and taug ht me how to appl y the m in my daily proj ect

rou
ines.
"
Jeba
n
has
not
only
foun
d a
men
tor
that
und
erst
and
s
him,
he's
also
dev
elop
ed a
stro
ng
relat
ions
hip
with
som
eon
e
who
is
trus
twor
thy,
emp
athe
tic
and
a
grea
t
com
mun
icat
or!

Geetha (mentee), Sr. Associate Professional Services in India



Gee
tha's
goal
is to
be a
proj
ect
man
ager
with
in
the
next
year
. She
join
ed
Men
tori

ng
Matters
to
learn
more
about
project
management
and
how
it
pertains
to
reporting,
analysis,
and
preparing
presentations.
“Nagara
j
taught
me
how
to
apply
project
management
concepts
to
my
work.
We
also
talk
about
the
leadership
qualities
I
need
to

be a successful project manager, and how I can build those skills." Mentoring has helped her increase her confidence and knowledge.

Mentorships across a continent

Sylvia (mentor), Principal Field Marketing Manager in Germany

"There are always people with different experiences and depth-of-knowledge so it's helpful to have a mentor



and
men
tee
relat
ions
hip
where
you
can
lear
n
fro
m
one
anot
her.
"

Sylvi
a
truly
beli
eves
men
tori
ng is
a
two-
way
stre
et
and
bein
g
ope
n to
seei
ng
thin
gs in
a
diffe
rent
pers
pect
ive i
s
man
dato
ry
for a
goo
d
relat
ions
hip.
Bec
aus
e of
COV
ID,
peo
ple
are
long
ing
for
mor
e
hum
an

interacti
on. Men
toring
has
evol
ved,
"per
sonal
and
prof
essi
onal
disc
ussi
ons
are
now
inte
rtwi
ned
bec
aus
e
they
are
very
muc
h
one
in
the
sam
e."
Duri
ng a
diffi
cult
time
, Sylvi
a
and
Lillia
n
hav
e
bot
h
bee
n
able
to
buil
d a
prof
essi
onal
relat
ions
hip
and
frien
dshi
p
built
on
trus

t
and
laug
hter
-
and
this
acro
ss
Calif
orni
a,
USA
and
Ger
man
y.

Lillian (mentee), Senior Customer/Partner Training Manager in Agoura Hills, CA

Lillia
n
has
a
trai
ning
and
dev
elop
ment
t
back
grou
nd,
and
she
has
alwa
ys
bee
n a
coac
h to
othe
rs as
well
as a
life-
long
lear
ner.
Men
tori
ng
Matt
ers
has
give
n
her
the
cha
nce
to
be a
men
tee
for a
cha
nge,
so



she can prioritize her own growth and development needs. Lillian describes her mentoring relationship as “very open, honest and transparent. It is a fluid partnership that has blossomed into a wonderful relationship!”

Action oriented

Lisa (mentor), Director Customer Success Management, Enterprise Sales in Anthem, AZ



Lisa is no stranger to mentoring – she has had several mentors throughout her career that have made a significant impact in her life. Now it's her turn to mentor others! "My mentee, Kirsten, has many different interests so my goal was to help her narrow her scope to focus on wha

t
she
reall
y
wan
ted.”
Tog
ethe
r
they
crea
ted
a
plan
with
dev
elop
men
t
activ
ities,
reco
mm
end
ed
read
ings
and
exp
osur
e to
peo
ple
in
the
orga
niza
tion
alig
ned
with
her
inte
rest
s.
“At
the
end
of
our
part
ners
hip I
wan
t
Kirst
en
to
hav
e
som
ethi
ng
tang
ible
to
walk
awa
y
with
that

she can continue to build on."

Kirsten, (mentee) Senior Digital Operations Management Consultant in Agoura Hills, CA



"I saw the caliber of people in Mentoring Matters, and knew I had to be a part of it!" Kirsten wanted to work with a woman at Nuance who could help her see available opportunities, and what her skills could map to. She follo

wed
her
inte
rest
in
secu
rity
and
AI,
so
she
was
able
to
gain
mor
e
exp
osur
e to
the
m
and
then
exp
and
her
net
wor
k.
"Wit
h
Lisa'
s
guid
anc
e, I
edu
cate
d
mys
elf
on
the
vari
ety
of
pro
duct
s
that
Nua
nce
offe
rs
and
dete
rmi
ned
whe
re
my
skill
s
can
fit
with
out
a
spec
ific

job description." Mentoring Matters helped Kirsten better understand career mobility, the importance of thinking outside of the box and how to create her own opportunities.

Tags: [Mentorship](#)