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**Cross Mentoring North Germany**  
**in association with**  
**Bremen Economic Development**  
**(WFB)**

Cross Mentoring  
is a soft tool for  
personal development  
in industry

Developing Leadership through  
Cross Mentoring  
- a new perspective for young  
executives -

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# Definition of Cross Mentoring

- personal knowledge and experience in the corporate context – a dialogue between two executives
- interdisciplinary and multi-company
- non-hierarchical
- independent programme management

# The Basics of Mentoring

- ancient origins
- subjective approach
- face-to-face
- dedicated participants
- mutually beneficial

# Today's Challenges for Young Executives

- demographic change
- global networking and global dependence
- crisis management
- intercultural development
- decision-making

# Cross Mentoring – Organisational Experience

- thirteen one-year courses since 2006
- over two hundred executive participants
- over one hundred SMEs and global companies involved
- over one hundred workshops to date

# Best Practice

- unique supervisory management
- external independent programme
- interdisciplinary dialogue
- independent mentor/protégé matching
- programme on voluntary basis only
- self-assessment



# Cross Mentoring for Seafarers in the Maritime Industry



IFSMA 38th Annual General  
Assembly, Copenhagen, Denmark

# Special Challenges for Young Seafarers

- career planning
- wide variety of daily management issues
- balance of evolving personality and heavy responsibility
- inverted demographics
- family, social and professional demands

# Added Value for Maritime Companies

- low executive turnover
- qualitative personal development
- career compatibility
- attraction for young executives

Many thanks for your  
attention!

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