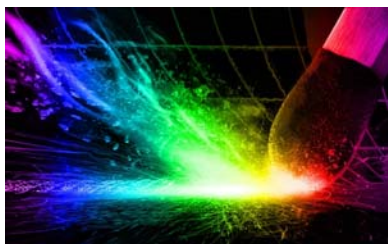




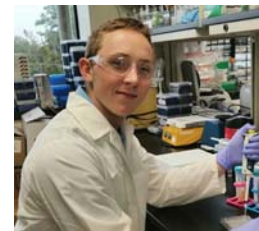
Boston E-Net, January 16, 2018
Trish Fleming, Director of Mentoring





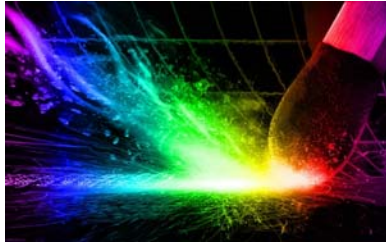
NSIV Overview

- **What we do:** Develop young biotech & cleantech companies through superior mentoring, first-class lab facilities and a vibrant business-focused community.
- **What we have:** 13,000 sq. ft. of well-equipped labs, conference and office space, a deep mentor and advisor pool, a deeper network, and a commitment to our clients.
- **Where we are:** 45 minutes outside Boston on commuter rail line in a growing cluster of technology businesses and service providers
- **Impact!** 50 companies created 282 jobs & secured \$193M in investment and grants.



www.nxiv.org





NSIV Mentoring

- One-on-one mentoring
- Informal mentoring
- Formal trimester reviews
- Monthly education program
- Introductions, networking
- Model good business practices & culture

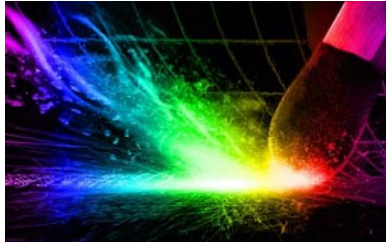


Mentoring Philosophy

**Success is where
opportunity and preparation
meet**

www.nshiv.org





Mentoring Equation

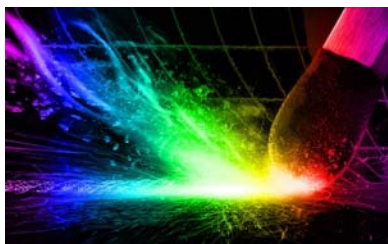
Mentoring Relationship Equation

Successful Mentoring Relationship is Bounded By ...

$$\left(\begin{array}{c} \text{Drive} \times \text{Distance} \\ \text{Mentee} \end{array} \right) \geq \left(\begin{array}{c} \text{Gap} \times \text{Relevance} \times \text{Effort} \\ \text{Mentor} \end{array} \right)$$

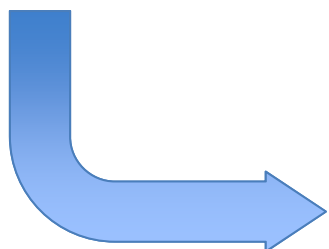
Source: *Get the Mentoring Equation Right* by Whitney Johnson, Harvard Business Review, 2011.

<https://hbr.org/2011/10/get-the-mentoring-equation-rig>

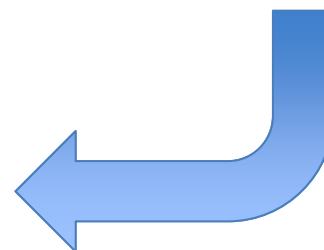


NSIV Process

	Member	Mentor
Assessment	Drive, Distance	Gap, Relevance, Effort
Goal-Setting	Short- and Long-term	Availability
Training	Managing the Relationship	



Introductions
Decision
Engagement
Assessment

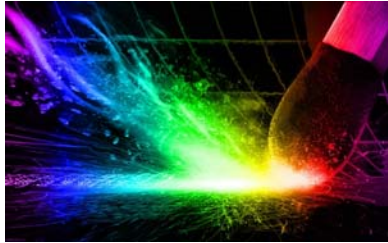




Key to Success



Coachability



Warning Signs

- Solicitation
- Transactional expectations
- Looking for validation
- Non-engagement