



Organized Mentoring

Kiran.Deshpande@tiepune.org
For TiE Global Mentoring Team



Hello President / TiE Mentoring Chair / Co Chair,

This presentation describes steps for commencing Nurture - Organized Mentoring program is now gaining worldwide adoption by TiE chapters. Besides chapters in India and US, TiE University and TiE Women Entrepreneurs Global Pitch Competition have pilot for Nurturing their finalists. FAQs about the program and references to key documents that contain more details on the program are also in the slide deck.

Please reach out to TiE Global Nurture team if you have have any query or wish do discuss any aspect of the program.

Happy mentoring.

TiE Global Organized Nurture Team

Nurture - Organized Mentoring Program Overview & Methodology

Nurture At A Glance

Basics of Nurture

- Mentoring for founding teams
- Defined process for the cohort creation
- Charter members as mentors,
 - Two mentors per mentee team
- Duration: 20 to 26 weeks
- Sourcing of the companies
 - TiECon, Ecosystem partners,
 - Referrals by CMs, AMs, Nurture alumni
 - Inbound leads
- Same selection criteria for AMs to join
- No investment / Sweat Equity during the program
- Graduation / Demo Day

Nurture Program Execution

- Bootcamp in the beginning and midterm
- Mentor – mentee sessions
- Guru sessions / Master classes
 - With case studies in the areas
- Graduation (Optional)
- Program can be physical plus virtual
- Program Management
 - By the chapter
 - By buddy chapter (e.g. Pune)

Nurture - Execution Steps



1. Identify Chair & Co-Chair. If the chapter has Mentoring Chair, that is Nurture Chair
 - Decide if you wish to do program management or join a buddy chapter like Pune
 - Briefing of Chair & Co-chair by TiE Global
 - Identify someone from TiE local office for administrative help
2. Announce the program to chapter CMs inviting them to participate as mentors
 - Get CMs to join as mentors (TiE Global has Google form for CMs)
3. Provide in depth briefing to CMs who have volunteered as mentors
 - Recommend CMs to go thru Nurture documents before attending briefing session(s)
4. Decide the number of entrepreneurs for Nurture 1.0 of your chapter
 - It can be as small as two mentors and two companies

Nurture Execution Steps – Continued

5. Identify sources for seeking entrepreneurs

- Application format will be provided by TiE Global or your buddy chapter
- Incubators & accelerators
- Associate members
- References by CMs, AMs and Nurture alumni
- Digital media outreach – Website, LinkedIn, and other sources
- Industry associations, especially for SMEs and other entrepreneurs

6. Shortlist entrepreneurs for final selection

- Screening criteria will be provided by TiE Global or your buddy chapter
- Schedule interviews with each company (~2-3 CMs are to conduct interviews)

If your chapter ecosystem has dominance of a particular type of industry, please reach out to this ecosystem for entrepreneurs. TiE is not limited to startups or technology companies

Nurture Accelerator Execution Steps – Contd.



7. Inform selected entrepreneurs of the program
8. Allocate two mentors to each company.
 - Pair up junior / first time mentors with senior CMs.
 - Ask your buddy chapter / TiE Global if facing mentors' shortage
 - Help other chapter if you have mentors available
 - Help first time mentors with mentoring structure for their mentees
9. Design the launch
10. Plan and schedule the launch **bootcamp (BC1)**

TiE Global team / Your buddy chapter can help you along the way

Representative Timeline



- Identify outreach sources
- Call for applications
- Shortlist & select companies
- Assemble the cohort
- Assign mentors

- Define key focus area
- Organize masterclasses
- Mentoring Ph I plan
 - For each company

- Review Ph I progress
- Identify the gaps
- Drop companies if needed
- Presentation by companies
- Organize masterclasses
- Mentoring Ph II plan

- Finalize Keynote speakers if planned
- Decide the format – Physical / Digital
- Decide pitch format & time
- Prepare presentation sequence

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Contains a spreadsheet template for detail activity-wise project plan

Nurture Journey So Far



Nurture @TiE Pune

Ref Data for Nurture: 9.0 @TiE Pune

- Selection process
 - 400+ Applications received from all over India
 - 150+ selection interviews by Seasoned mentors/Jury Members
 - 700+ hours by CMs and TiE Office(s) over a period of 3 months
 - 63 Companies selected for Nurture 9.0 Program
 - Pune, Surat, Hubli, Nagpur and MP
 - Entrepreneurs from all over India cutting across geographies
- During the program
 - Nurture Program Kickoff with 63 Mentee Companies in Sep 2020
 - 2500+ hours of mentoring by 100+ Mentors
 - 2000+ hours by mentees and mentors during 12 Guru Sessions
 - 2000+ hours by mentees and mentors during 5 workshops/sessions
 - 2 Days of power-packed hybrid bootcamp with 100+ attendees (online/In-Person)
 - 250+ hours of finishing school effort
- 29 companies graduated

Batch ID	Mentees Selected	Mentees Graduated
Nurture 1.0	8	6
Nurture 2.0	5	4
Nurture 3.0	10	8
Nurture 4.0	10	7
Nurture 5.0	18	15
Nurture 6.0	27	14
Nurture 7.0	22	14
Nurture 8.0	50	14
Nurture 9.0	63	29
Nurture 10.0	57	29
Nurture 11.0	50	33
Total	320	173

Nurture Organized Mentoring Program Frequently Asked Questions (FAQs)

Frequently Asked Questions (FAQs)



What is Nurture?

Nurture is organized mentoring for TiE entrepreneurs. The program duration is ~20 to 26 weeks. Two designated mentors work with each company founders / top team on all aspects of the company – idea validation, strategy, investment, growth etc. and guide entrepreneurs on the direction and execution.

Is it meant for Tech Entrepreneurs or startups

It is meant for all types of entrepreneurs.

Who can join Nurture?

Typically, each chapter uses its outreach to seek companies who are eligible for the program. These companies and their founders undergo a stringent shortlisting and selection process. Only those that qualify, can join the program. Each founder of a company selected for the program must join the chapter as Associate Member.

Is there a minimum criterion to start Nurture at a chapter?

There are no minimum criteria. A chapter can start with just 2 mentors and 2 companies.

Frequently Asked Questions (FAQs) – Contd.



Can TiE Associate Members join the program?

Yes, associate members can apply. They too must pass the selection criteria.

Any pre-condition for selected entrepreneurs to join the program

Founders and core team who plan to attend Nurture must become associate members. For multiple founder companies, it is strongly recommended that all founders join the program (and become associate members).

Can TiE charter members apply to Nurture

Conceptually yes. If a CM is doing a startup or needs help with her / his current company, the CM can join the program subject to the selection criteria.

Is Nurture meant only for startups?

Objective of Nurture is to help entrepreneurs, startups, and other entrepreneurs.

Does the chapter conduct training / learning sessions for Nurture mentees?

Yes. These need to be masterclasses with teaching and hands-on. Chapters such as Pune, Boston, Hyderabad, Seattle, Silicon Valley run these. Pune being a buddy chapter for many participating chapters helps with these. TiE Global is working towards global masterclasses.

Frequently Asked Questions (FAQs) – Contd.



Can a Nurture graduate continue with Nurture for one more edition?

Yes. If founders who have graduated from Nurture feel the need for continuing in the program, they can apply again. Nurture program management may ask the mentors if they should be considered again.

What is a Nurture bootcamp?

A Nurture boot camp brings all TiE Nurture participants in a 1-2 day workshop in which everyone gets an opportunity to reach out to all mentors and other mentees. It helps in creating a baseline for each company in the beginning and mid-stream for review and provide direction to all mentor mentee teams.

Nurture participants work on the strategy with their mentors and present to a select group of CMs. TiE CMs as well as invited speakers conduct workshops and knowledge sessions. Bootcamp is the place to get feedback from a wide section of mentors, finalize the strategy and prepare for starting mentoring sessions as well as for mentoring for successful completion. Entrepreneurs receive peer feedback and create long lasting relationships.

Frequently Asked Questions (FAQs) – Contd.



Can a chapter charge for Nurture?

It depends on the chapter leadership. TiE Pune runs it at No Charge. Boston covers administrative expenses. Mini MBA by TiE Silicon Valley charge for the program.

Can mentors invest or take sweat equity in a Nurture company?

TiE Pune does not allow CMs to invest in Nurture companies during the tenure of the program. Thereafter, people can invest or take sweat equity. Underlying principle is to ensure that the program remains pro-bono.

It is strongly recommended that chapters adopt this policy.

Frequently Asked Questions (FAQs) – Contd.



Does Nurture cater to growth stage startups or entrepreneurs?

Yes. In fact, Nurture can be adopted by a chapter in three formats:

- 1. Nurture Accelerator:** It is the most popular form at present. In this case entrepreneurs have achieved a well-defined point in their journey and wish to accelerate the growth with help from mentoring.
- 2. Nurture On Demand:** This can be for growth stage entrepreneurs. This is typically a short-term engagement say 2-3 sessions or as an advisory group meeting periodically. Charter members provide one-on-one mentoring. Nurture On Demand is organized on-demand mentoring facilitated by a chapters. TIE Atlanta runs a program called [COBA \(Council of Business Advisors\)](#) that's meant for growth stage companies.
- 3. Nurture Ideator:** Though not common, budding, or potential entrepreneurs may need brainstorming before they take a full plunge to create a company. TIE charter members can help and guide the brain storming. The chapter can help put together charter member(s) who can help with such brainstorming.

Nurture Organized Mentoring Program References

References



- [Starting Organized Mentoring At Your Chapter – Steps](#)
- [Starting Organized Mentoring At Your Chapter – FAQs](#)
- <https://rb.gy/15nbmc> (TiE Global Nurture Program By Shirish Nadkarni)
- [Organized Mentoring - A Guidebook for TiE Mentors - Draft 2022](#)
- [TiE Pune Masterclasses](#)
- [Google Form to onboard charter members as mentors](#)
- [Organized Mentoring @TiE Pune - Nurture Accelrator](#)
- [Organized Mentoring @TiE Boston – Nurture ScaleUp](#)
- [TiE Pune Nurture Bootcamp](#)
- [Organized Mentoring at Growth Stage @TiE Atlanta COBA](#)

TiE Global Nurture Team

CMs

Eric Ensor (Atlanta)

Jitendra Tanna (Pune)

Kiran Deshpande (Global Trustee)

Prakash Narayan

R. Paul Singh (Silicon Valley) Shirish

Nadkarni (Seattle)

Paul Lopez (Atlanta) - TiE-U Revathi

Krishna (Kerala) - TiE-W

TiE Global

Nandini Aggrwal

Payal Patel

Seshadri Kannan

Vijay Menon

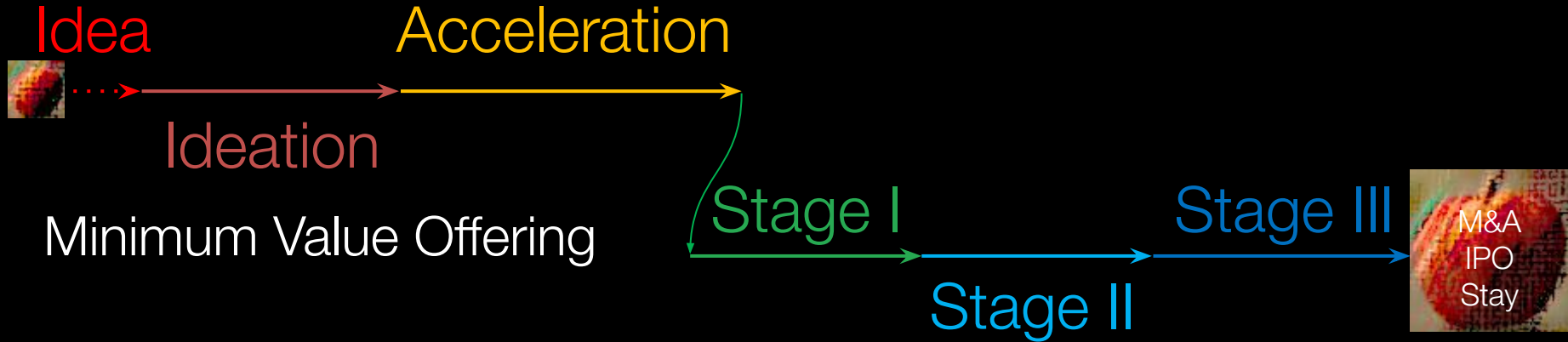
**Entrepreneurship Life Cycle Slide
As a Reference**

Entrepreneurship Core - Lifecycle of a Business



Proof of Concept

Scale Up



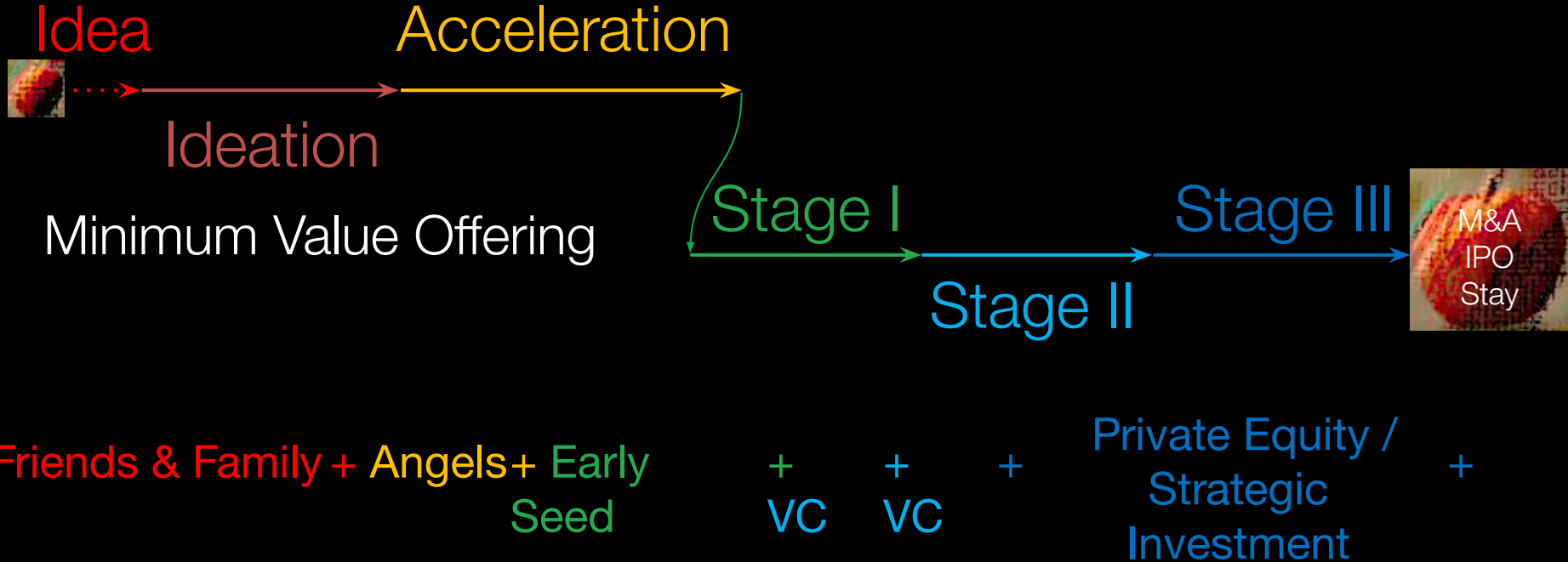
Friends & Family + Angels + Early Seed + VC + VC + Private Equity / Strategic Investment +

Entrepreneurship Core - Lifecycle of a Business



Proof of Concept

Scale Up



Thank You



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