

ABSTRACT

The diploma thesis is dedicated to the intercompany mentoring issue, its thorough description and specific practical application in the company. The objectives are to define the intercompany mentoring as a new form of corporate learning, to analyze it in detail and to assess its benefits to the certain company. Its strengths / weaknesses and the possible opportunities and threats are found in the theoretical part via SWOT analysis. The assessment of intercompany mentoring is based on the interviews with mentors, mentees and last but not least with mentees' superiors. These semi-structured interviews are focused on finding of the strengths / weaknesses and the opportunities or threats. It means that the SWOT analysis is used also in the practical part of the thesis. The output of the thesis is the final resume and my personal improvement proposals. The results of the thesis can help those companies that are looking for new ways to develop their employees or which are hesitating to participate in the intercompany mentoring.

KEYWORDS

Learning, development, intercompany, mentoring, mentor, mentee, HR, coordinator, company culture, code of ethics