

KORE Mentorship Solutions (KMS) Disrupts Traditional Mentorship Models to Strengthen Workplace Leadership

A Cross-Generational Approach to Retention, Engagement, and Leadership Development in a Shifting Workforce



Woodbridge, Virginia Feb 24, 2025 (Issuewire.com) - For over two decades, Dr. Summer Watson lived a life defined by transformation and reinvention. As the spouse of a now retired US Marine, she

relocated every three years—across the U.S. and overseas, including three years in Okinawa, Japan—building a career that spanned private industry, the federal government, and the nonprofit sector. With a doctorate in psychology and leadership experience in human services, mental health, and entrepreneurship, she adapted to every move by forging professional communities, leading in diverse industries, and deepening her expertise in workforce engagement and mentorship.

This lifestyle gave her a unique perspective on workplace transitions, leadership development, and resilience—skills that are more crucial than ever in today's workforce, where five generations must now collaborate effectively. Recognizing the growing need for cross-generational mentorship in an evolving labor market, Dr. Watson launched **KORE Mentorship Solutions (KMS)**, an innovative program designed to build engagement, retention, and leadership across industries.

“Companies are experiencing one of the most significant workforce shifts in decades,” said Dr. Watson, founder of KORE Women, LLC. **“With return-to-office expectations, leadership pipelines weakening, and employee engagement at risk, mentorship must evolve. KMS isn’t just a program—it’s a psychological and strategic framework that builds belonging, trust, and leadership at every level of an organization.”**

Why KMS Is a Workforce Game-Changer:

Increases Employee Retention – Employees engaged in structured mentorship programs are **50% more likely** to stay with a company (MentorcliQ).

Bridges Leadership Gaps Across Generations – As senior leaders retire and Gen Z enters the workforce, KMS ensures seamless knowledge transfer, breaking down generational silos.

Enhances Productivity – Employees who feel connected and supported at work are **17% more productive**, reducing operational inefficiencies (Gallup).

Addresses Workforce Transitions – With workforce models shifting, KMS helps organizations rebuild trust, collaboration, and engagement among employees navigating hybrid and in-office dynamics.

What Makes KMS Different?

Unlike traditional mentorship programs or reverse mentorship models that focus solely on younger employees coaching senior leaders, **KMS is a fully integrated, cross-generational leadership program**. Every participant is both mentors and is mentored, reinforcing that leadership is a **continuous, shared responsibility** rather than a hierarchical process.

KMS also incorporates **Adlerian psychology principles**, reinforcing:

A Sense of Belonging – Employees thrive when they feel part of a cohesive, purpose-driven community. KMS creates opportunities for meaningful connections, trust-building, and shared growth.

Collaboration Over Hierarchy – Instead of a top-down mentorship model, KMS leverages cross-generational wisdom, ensuring that leadership development is mutual and continuous.

Psychology-Driven Engagement – KMS is rooted in human-centered leadership principles that promote psychological safety, inclusivity, and self-efficacy, enabling employees to lead authentically and

effectively.

Who Benefits from KMS?

KMS is designed for mid-to-large-sized companies experiencing workforce transitions and leadership gaps in industries such as:

- Financial Services & Consulting
- Healthcare & Hospital Systems
- Tech & Innovation
- Manufacturing & Engineering
- Retail & Consumer Goods
- Education & Higher Education
- Media & Entertainment
- Hospitality & Tourism
- Insurance
- Real Estate

How Companies Can Get Started with KMS

KORE Women, LLC is partnering with businesses ready to adopt mentorship as a **long-term workforce strategy**. Companies can schedule a free consultation to assess workforce challenges and explore how KMS can integrate seamlessly into leadership and employee development initiatives.

For more information or to schedule a consultation, visit KOREWomen.com or contact KOREMentorshipSolutions@gmail.com.



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