



CASE STUDY

SEAP Gurukul Cohort 4.0 × Mentorgain

How a manually run leadership mentoring programme became a structured, data-driven experience - and what 106 sessions of real conversations revealed.

106 sessions completed	98.1% completion rate	5.0 / 4.9 mentee / mentor satisfaction	75% admin effort reduction
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The result

A six-month programme with real-time visibility into participation, goals, session health, satisfaction and the substance of mentor-mentee conversations.

All participant names have been anonymised in compliance with GDPR and SOC 2 data privacy requirements.



About SEAP Gurukul

SEAP (Software Exporters Association of Pune) runs the Gurukul Programme, a structured leadership mentoring initiative connecting senior technology and business leaders from Pune's IT ecosystem with emerging mid-career professionals. Cohort 4.0 was the first cohort run on a dedicated mentoring platform.

The six-month programme brought together 19 mentor-mentee pairs, 16 active mentors and 20 active mentees across leadership development, career progression and business strategy - work that had previously been managed entirely by hand.

19 mentor-mentee pairs	23 distinct skills mentored	55% sessions self-requested	44% offline sessions self-logged
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The challenge: goodwill and spreadsheets

Before Cohort 4.0, SEAP ran Gurukul the way many organisations run mentoring: one coordinator, near full-time weekly effort and almost no reliable programme data.

BEFORE MENTORGAIN	WITH MENTORGAIN
✗ One coordinator spent approximately 100% of weekly capacity scheduling, chasing and collecting updates.	✓ Admin effort fell by approximately 75%; the same coordinator now spends roughly one quarter of that time on programme management.
✗ Session tracking relied on calling participants and hoping they remembered what happened.	✓ 106 sessions were tracked in real time with skill tags, structured notes and immediate feedback.
✗ There was no reliable way to validate whether sessions were happening or how they were going.	✓ A session health dashboard showed 98.1% completion, 1.9% no-show and 0% cancellations.
✗ Feedback was collected verbally, often weeks after sessions, when recall was less accurate.	✓ Post-session feedback was captured immediately; 66 of 69 mentee scores were a perfect 5.
✗ The team could not see which pairs were thriving or falling behind.	✓ Pair-level activity was visible in real time; the most active pair completed 30 sessions.
✗ SEAP leadership had little usable data on programme success.	✓ Exportable analytics now cover participation, engagement, goals, session health and satisfaction.



What the conversations were actually about

Forty-one of the 106 sessions included detailed notes written by mentors or mentees - documentation that did not exist before Mentorgain. The notes show not only that sessions happened, but also the help participants sought, the frameworks mentors shared and the challenges they worked through. Five themes emerged.

1. Career transitions and role identity

The most common thread was genuine career uncertainty: significant role shifts, scope changes and questions about where the next five to ten years should lead.

Pair A | Career pivot

A mentee transitioned from pre-sales leader to sales leader, a consistent focus from the first meeting onward.

Pair B | Career direction

Sessions used the Hedge Hodge Model for career decision-making and Cialdini's six principles of persuasion, while weighing business, consulting and new-role options.

Pair C | Organisational change

Two sessions addressed leading self and team through critical organisational change while also defining career goals and readiness.

2. Executive presence and personal leadership

Executive presence was the second most recurring theme, explicitly tagged in 20 sessions and reinforced through detailed development work.

Pair A1 | Executive presence

The mentor recommended a leading book, explored the dimensions of executive presence and continued into strategic thinking and visioning.

Pair A2 | Holistic leadership

The first session mapped big-picture thinking, business understanding, executive presence, circle of influence, senior-level conflict, personal branding and time management.

Pair A3 | Sustained commitment

After a gap, the mentee proactively resumed sessions to continue working on executive presence.

3. Goals, structured plans and accountability

Several pairs used structured notes to define goals, track progress and turn each session into a practical review point.

Pair D | Technical leadership goals

Three goals were set with explicit KPIs: present an observability implementation plan, learn automation code and, as a stretch goal, speak at a technology conference.

Pair E | Goal review and conclusion

The mentor reviewed goals across process optimisation, cross-functional collaboration and impactful leadership, then closed with real-world implementation progress.

Pair F | Long-term career exercise

The mentee mapped a career plan through retirement; the follow-up session used that exercise to deepen insight and clarity.



The substance of mentoring

The programme moved well beyond generic advice. Mentors applied technical expertise, leadership frameworks and first-hand operating experience to the mentees' real organisational contexts.

4. Technical leadership and AI strategy

Several sessions explored AI adoption and architecture-level thinking - conversations that could not have been replicated by an external training programme.

Pair D1 | AI-enabled engineering blueprint

The mentor documented intelligent incident assistant design, error-budget automation, SLO tracking, self-healing playbooks, anomaly detection, predictive alerts and reliability as code - all tailored to the mentee's company.

Pair E1 | AI and career evolution

A session examined agentic AI transformation and how AI changes individual career trajectories, helping the mentee identify future opportunities.

5. Cross-functional and stakeholder leadership

Other sessions addressed the practical challenge of leading across geographies, functions and reporting structures - issues that benefit from experienced counsel rather than generic advice.

Pair G | Managing dual reporting

The pair applied the Two-in-a-Box model to multiple reporting lines across India and the US, with emphasis on empathy, direct communication, conflict reduction and demonstrating value to onshore teams.

Pair H | New-manager onboarding

A first-time manager defined team success metrics, improved visibility to attract projects and began building a leadership identity from scratch.

Why this matters

The notes reveal knowledge transfer that a participation dashboard alone cannot show: AI architecture strategies, cross-cultural leadership models, executive-presence frameworks and structured career exercises.



Programme metrics

108 sessions scheduled	106 sessions completed	2 no-shows	0 cancellations
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Session activity and health

The cohort achieved a 98.1% completion rate. Participants logged 47 offline sessions themselves, demonstrating engagement beyond the platform. Mentees self-requested 60 sessions, and the most active pair completed 30 sessions over the programme cycle.

Satisfaction

Of 69 mentee feedback scores, 66 were a perfect 5 out of 5 and three were rated 4; none fell below 4. Mentor satisfaction averaged 4.9. Because feedback was collected immediately after sessions, the data is more reliable than retrospective phone-based recall.

Depth of engagement

Pairs averaged 5.6 sessions. Fifty-five percent of sessions were self-requested by mentees rather than admin-assigned, while 44% were offline meetings logged by participants themselves - strong evidence of genuine participant pull and relationships extending beyond the platform.

Skills developed

Twenty-three distinct skills were mentored across 152 skill instances in 106 sessions. The most frequently developed areas were:

- Visioning and long-term planning - 28 sessions
- Crafting a personal leadership journey - 22 sessions
- Building executive presence - 20 sessions
- Decision-making under uncertainty - 17 sessions
- Career clarity and goal setting - 10 sessions

Goal tracking

Forty-two goals were set: 33.3% completed, 35.7% in progress and 31% not yet started, including 11 overdue. That overdue figure is actionable intelligence: SEAP can now see who needs a nudge and when.



The admin impact

75%

admin effort reduction

From programme maintenance to programme improvement

Before Mentorgain, one coordinator worked at near full capacity every week on scheduling, chasing participants, collecting feedback by phone and manually compiling fragmented data. The same coordinator now spends approximately one quarter of that effort on programme management.

The time recovered represents more than efficiency. Gurukul now runs consistently, visibly and with documented outcomes - regardless of whether the coordinator is available on a given day.

"Had final session with the mentor wherein we discussed what we have achieved together, how the progress has been, real-time implementation of what I have learned and how the results look. Overall, the journey was successful and full of motivation."

Mentee, Cohort 4.0 | Session note, June 2026

Summary

SEAP Gurukul Cohort 4.0 shows what happens when a well-designed mentoring programme gets the infrastructure it deserves. The mentors were always strong, the mentees were engaged and the programme was valuable. Mentorgain added visibility, depth and time.

Visibility came from seeing activity across 19 pairs. Depth came from structured notes capturing technical blueprints, career frameworks, goal reviews and personal development plans. Time was returned to the programme team, allowing them to improve Gurukul rather than simply keep it running.

The result is a mentoring programme that can demonstrate not only participation, but meaningful knowledge transfer, accountability and development outcomes.

Structured mentoring. Measurable outcomes. Human connection at the centre.