



Founder Mike Jandernoa

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Jandernoa  
Entrepreneurial  
Mentoring



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*Mentoring West Michigan*  
**BUSINESS LEADERS**  
**ON CONTINUED SUCCESS**



*" Oftentimes, decision makers don't know where to go to have that conversation with someone who knows what they're dealing with. It's more about insight and helping leaders gain insight through a mentor who's been there before and has experienced that."*

- JEM VP and Mentor, Jerry Scott - Former CEO of GHSP

### ***"Lonely at the top"***

is often the frustration expressed by business decision makers wrestling with strategic as well as day-to-day operations. It is our goal at Jandernoa Entrepreneurial Mentoring (JEM) to end that isolation with a careful matching process that seeks the right fit with a mentor.

JEM mentees will gain the advantage of our mentor's experience, insight and empowerment. Our mentors gain the enjoyment of relating with a leader of a company while assisting in the tough decisions that come along with growing a business.

At its core, JEM is about trust and commitment. We have a genuine desire of delivering quality mentoring to strengthen and enhance West Michigan's business leaders.

Monthly meetings are structured with speakers, panelists and intimate group sessions that involve pertinent topics to help mentees gain insight on aspects important to running an efficient and growing company. Building relationships and networking with other experienced business leaders in the West Michigan community is another unique benefit to those involved.



David Brandon at the JEM Annual Meeting

### ***Our Mission***

*Delivering quality mentoring to strengthen and enhance West Michigan's business leaders.*

*" JEM has been excellent. The whole experience forces you to take the time to evaluate your company and become more intentional about your future."*



Mentee, Wayne Visbeen,  
President of Visbeen Associates

Our vision at JEM is to cultivate a mentoring culture in the West Michigan business community. To ensure success, we ask our mentors and mentees meet the following guidelines:

### **JEM Mentor Guidelines**

- Former or current CEO and/or president of a company with minimum revenues of \$5 million.
- Ability to make a 3 year commitment.
- Hold meetings with mentee twice a month the 1st year and once a month in years 2 and 3.
- Willingness to openly share business knowledge, both successes and failures.
- Attendance at half of JEM sponsored events (no cost to attend).

### **JEM Mentee Guidelines**

- Current CEO/president/decision maker of a for-profit business, at a minimum of 1 year.
- Have reached \$1 million in annual revenues.
- Business must have existed for at least 3 years.
- Applicant must have an ability and willingness to grow the business.
- Business must have a minimum of 4 full time employees.
- Desire to actively meet with a Mentor (3 year commitment; ability to meet twice a month in 1st year; once a month in years 2 and 3).
- Participation in at least 9 JEM sponsored events a year (no extra cost to attend).

*" Entrepreneurs are working in a down economy with increasing uncertainty, hindering their ability to grow their business further. We believe that veteran business leaders who have faced many of these hurdles can help today's business leaders with issues that are unique to decision-makers."*

- Mike Jandernoa, JEM Founder & Mentor – Former CEO of Perrigo

