

THE VITAL ROLE OF MENTORS

IN ADVANCING FEMALE TALENT

The need to meet talent retention goals and create a culture of inclusiveness has never been greater.

IT'S A FACT. MENTORS ARE ESSENTIAL. THOSE WHO MENTOR FEMALE TALENT gain a clearer understanding of the issues women face in the workplace by helping them work through challenges. They learn specific ideas and strategies for developing high-potential talent and create pathways of success for women to advance in their organization.

[Learn More About Us](#)

KEY FINDINGS



The Men Who Mentor Women

In a *Harvard Business Review* article, research from authors Valerio and Sawyer pinpointed key behaviors of top management “male champions” of gender inclusiveness:

- ✓ Mentors use their authority to change workplace culture
- ✓ Mentors see gender inclusiveness as part of talent management and retention
- ✓ Mentors’ broadened insights can serve as an important catalyst for changing the corporate culture

Mentor/Mentee Relationship

High-potential women and mentors surveyed:

- ✓ Women need to seek out mentors and foster the relationship to gain insight about intentional career advancement
- ✓ Women benefit from having *both* male and female mentors - broadening perspectives about confronting challenges and making impact
- ✓ Women, their mentors and organizations *all benefit* greatly from successful mentoring relationships leading to higher retention rates



Mentees Moved from...

5X only 10% being “highly skilled” at **OPENNESS TO DIFFERENCES** to 50%. A fivefold change.

8X only 4% being “highly skilled” in **ADAPTABILITY** to 35% reaching that level...an improvement of more than eightfold.

[Learn More about the Mentor Experience](#)

(As a result of a WUI development experience.)

98% OF WOMEN surveyed utilized their mentor to leverage their workplace impact and career development

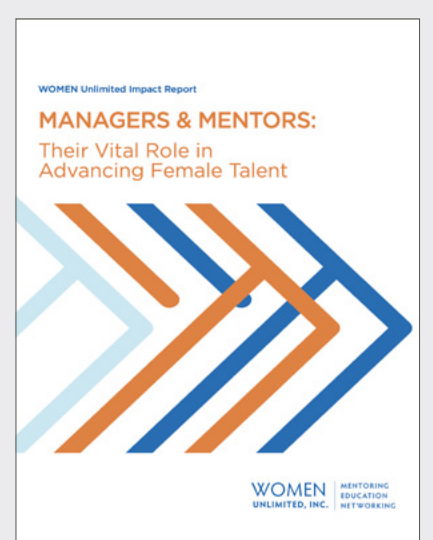
FOUR HALLMARKS OF A SUCCESSFUL MENTOR

- 1**
Trusted Partner
- 2**
Role Model
- 3**
Honest Communicator
- 4**
Catalyst for Learning

RESOURCES FOR DEVELOPING LEADERS WHO DELIVER RESULTS



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A Two-Way Street Benefits to Mentors

“Successful mentors always learn and grow, often as much as the mentees.”

“Our deep discussions led me to think about mentoring in my own organization.”

“I am reminded to apply the great ideas and solutions we discuss in sessions to my own career.”

“Expanded my network of amazing professionals who gave me ideas to bring back to my team.”