



WHITE PAPER

The benefits of Mentorship programs for mentors and mentees

Talents of Today, Leaders of Tomorrow
(TTLT) Committee

Mentorship is a program based on a confidential relationship between a mentor and mentee, in which the mentor provides guidance and gives advice to the mentee on their personal and professional development, without interfering with other aspects of the company related concerns.

In 2022, 100% of US Fortune 50 companies have mentoring program in place¹. Mentoring benefits an organization by improving job satisfaction and retention. Employees are happy, engaged, and productive when their individual needs and the needs of the organization are in sync².

When effective, such programs can provide valuable support for new hires and those employees committed to personal and professional growth, while also establishing an open and inclusive workplace culture where all employees feel empowered.

BENEFIT FOR MENTEES

- ✓ Be guided by an expert on short- and medium-term objectives.
- ✓ Get new perspective and a deeper insight into the company.
- ✓ Connect to colleagues and build networks.
- ✓ Shape long-term professional and personal development.

BENEFIT FOR MENTORS

- ✓ Leave their footprint in the company and increase self-reflection.
- ✓ Be recognised as transformation leader and role model.
- ✓ Grow their professional relationships.
- ✓ Get insights and fresh perspectives to bring into the organization.

BENEFIT FOR COMPANIES

- ✓ Increase diversity of thought and experience in their workforce.
- ✓ Strengthen the company's growth mindset and find solutions for business challenges faster.
- ✓ Ensure knowledge transfer by focusing on internal career development.
- ✓ Accelerate the development of Leadership competencies behaviours in key groups, strengthening the leadership pipeline.
- ✓ Increase employees' retention, satisfaction, and engagement.
- ✓ Promote global vision and diversity and increase employer branding.

¹ <https://www.mentorcliq.com/blog/mentoring-stats#:~:text=100%25%20of%20US%20Fortune%2050,2020%20Covid%2D19%20economic%20downturn>

² <https://www.forbes.com/sites/nazbeheshti/2019/01/23/improve-workplace-culture-with-a-strong-mentoring-program/?sh=50f898e776b5>

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