



THE BENEFITS OF ORGANISATIONAL MENTORING



DEVELOP YOUR EMPLOYEES

Mentoring programs empower employees to learn and develop through increased confidence, authentic feedback and advice, and broad skill development. It is also a great forum for bringing latent and overlooked talent off the sidelines and into high performance.

Proof: Employees who receive mentoring are promoted 5 times more often than those who do not.

DEVELOP YOUR LEADERS

Mentoring programs strengthen the critical management, soft skills, and leadership experience of current managers, while providing inexperienced personnel with a forum for learning from those who *are* leaders.

Proof: Managerial productivity increases by 88% when mentoring is involved, versus 24% with training alone.



INCREASE ENGAGEMENT & RETENTION

Mentoring makes people feel cared about and catered to; helps them stay engaged with their fellow employees and the mission of the organisation; and ultimately results in more productivity- and lower turnover.

Proof: Retention rates have been much higher for mentees and mentors - 72% and 69% - than for employees not involved in mentoring programs - 49%.

ATTRACT GREAT TALENT

75% of millennials deem mentoring critical to their success - which makes it an expected component of your organisation's professional development strategy.

Proof: 60% of college and graduate students listed mentoring as a criterion for selecting an employer after graduation.



INCREASE DIVERSITY & INCLUSION

Mentoring provides underrepresented groups with the support, confidence, networks, and sponsorship to break through artificial barriers to success and integration.

Proof: Research shows that minorities who advance the furthest share one characteristic: a strong network of mentors and corporate sponsors.

IMPROVE YOUR CULTURE

Mentoring programs link organisations and their people together, increasing knowledge share, breaking down artificial silos - and improving overall culture.

Proof: 71% of Fortune 500 companies run formalised mentoring programs.

