

Your Program Name

Goes Here

Make it snappy!

The Business Case for Mentoring

Mentoring is a proven business strategy, with 71% of Fortune 500 companies running formalised programs. While the benefits of mentoring are understood, the scale and consistency of mentoring outcomes is often understated.

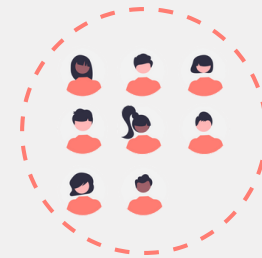
Countless studies have proven the effectiveness of mentoring:



Employees who participate in mentoring programs are 5x more likely to advance in pay grade



Mentors report gaining more leadership identity and skills, as well as more confidence in leading projects the more they engaged in mentoring



Mentoring programs boost minority representation at the management level by 9% to 24% and improve promotion and retention rates for minorities and women by 15% to 38%



87% of millennials say that they find professional development opportunities important to them in looking for a job



91% of employees who have a mentor are satisfied with their jobs, with more than half (57%) saying they're "very satisfied"



"Mentoring helps manage and maximise knowledge, connecting and pooling pockets of organisational knowledge that strengthen and speed up organisational learning"



The average L&D allowance for an individual employee is \$1200 AUD whereas you can launch a mentoring program for \$7 per participant - the cost of a coffee



Retention rates are much higher for mentees (72%) and mentors (69%) than for employees who did not participate in the mentoring (49%)



Program Goals and Objectives

- 1 What are your goals?
Diversity & Inclusion? Succession Planning?
- 2 State them in this section and create measurable goals and objectives for them.
- 3 Example: Promote 50% more managers from the internal pool for the next 2 years

Roles and Responsibilities

- Who will be managing/coordinating the mentoring program?
- What are the expectations of mentors and mentees?



Selection Criteria and Matching

How many people will be in your mentoring program?

What criteria are you going to use in inviting people into the program?

How will the participants be matched?

And what criteria will they be matched on?



Program Implementation

How long will the program take to implement?

What are the stages of implementation?

Will you need any help or support at any particular stage?





Program Evaluation

How will success be measured?

How are you going to prove organisational and individual outcomes?