



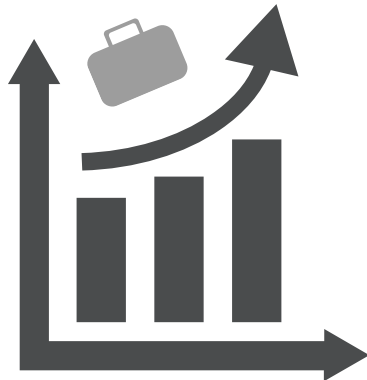
THE BUSINESS CASE FOR MENTORING

EMPLOYEE DEVELOPMENT

Employees are promoted

5X

more often when involved in mentoring



LEADERSHIP DEVELOPMENT

With mentoring, managerial productivity increases 88%, versus only 24% with training alone.



RECRUITMENT

More than **60%**



of college and graduate students listed mentoring as a criterion for selecting an employer after graduation

CULTURE

Formalised mentoring programs are run by:

71%



of Fortune 500 companies

RETENTION

Retention rates were

49%



for employees not involved in mentoring programs

69%

72%



for Mentors and Mentees involved in mentoring programs

DIVERSITY & INCLUSION



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

ENGAGEMENT

Millennials planning to stay with their employer for more than five years are:



2X

more likely to have a mentor