



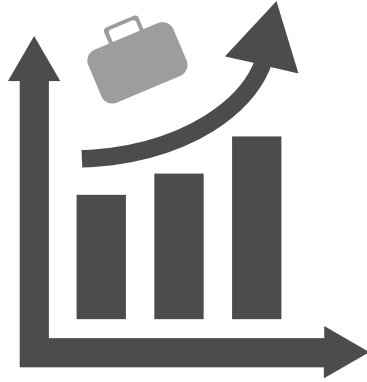
# THE BUSINESS CASE FOR MENTORING

## EMPLOYEE DEVELOPMENT

Employees are promoted

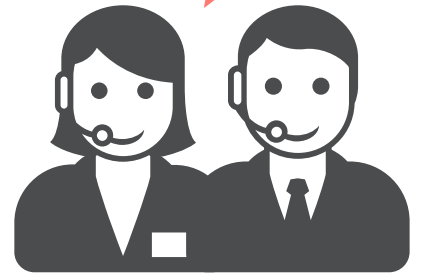
**5X**

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