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%** for Mentors and **72%** for Mentees involved in mentoring programs.

**DIVERSITY & INCLUSION**

- Millennials planning to stay with their employer for more than five years are **2X** more likely to have a mentor.
- Research shows that minorities who advance the furthest share one characteristic: a strong network of mentors and corporate sponsors.

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