

# THE BUSINESS CASE FOR MENTORING

## Leadership Development



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

## Employee Development



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

## Diversity & Inclusion



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%

## Recruitment



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

## Retention



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

## Engagement



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

## Culture



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

## Cost



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

Ready to pitch your new mentoring program to your leadership group?  
Make your pitch reject-proof with our [Program Proposal Template](#) 😊