

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](#) 😊