The Value of Strategic Mentorship

Thanks to diversity initiatives championing development spearheaded by leading organizations like Catalyst, the value of formal mentorship programs have come to light in a meaningful way.

Data linking mentorship to performance and employee engagement is stronger than ever. Most importantly, mentorship programs have been shown to have significant impact at all levels of leadership from middle management all the way up to the C-Suite.

A recent study led by Harvard Business Review surveyed 45 CEOs in formal mentorship programs and an overwhelming majority credited mentorship with improved decision making and company performance.

That being said, mentorship needs to be strategic. Female leaders who have paired with many mentors have been historically less successful than males in leveraging these relationships into advocacy for career advancement.

For over 5 years, we at Felix have guided hundreds of female leaders – mentors and protégées from 40+ top tier organizations – through our integrated Mentorship Program.

Our Mentorship Program facilitates the pairing of participants and mentors, providing tools, techniques and a structured framework for protégées to support advancing their career and goal setting.

Through personality assessments, facilitated networking, professional coaching, and leadership / career skill builds, our integrated approach to mentorship makes it sustainable and successful, providing unique growth opportunities for all participants.

Mentorship benefits pay.

Catalyst found that pipeline women with active mentors achieved 27% higher salary growth than pipeline women without mentors.