



HOW TO GET INVOLVED

About the Lab

The Reciprocal Mentoring Lab (RML) is a breakthrough approach for advancing gender-savvy people into senior leadership, while equipping executive individuals to mentor and sponsor more inclusively.

The RML delivers a competitive advantage in the battle for retaining talent and increasing collaboration. It positions a company to grow a gender equal leadership culture, by helping its leaders build the skills, tools and broader perspective necessary to lead more inclusively within their teams and organizations.

Why It Matters

Research indicates that some of the benefits of cross-gender mentoring include **1)** expanded professional network, **2)** increased promotion rates, **3)** increased access to projects with larger scope and responsibility, **4)** growth of new perspectives, **5)** and more. Overall, effective reciprocal mentoring relationships influence an organization to grow and sustain a culture of high-performing gender collaboration.

You Can Experience the RML in 3 Ways

1. Open Enrollment

With an Open Enrollment Lab, mentoring pairs from several organizations can join. Any mixed-gender mentoring pairs from an organization that meets the leadership criteria is welcome to sign up for a Lab. Usually up to eight mixed-gender mentoring pairs can sign up from a single organization.

To sign up for the Lab, visit reciprocalmentoringlab.com and select your event.

2. Metro Sponsored

If your organization is interested in sponsoring a Lab or would like to sign up a large number of mentoring pairs for a Lab, you may contact the RML team to explore co-sponsorship opportunities.

3. Client Based

Hosting a Lab within your organization allows you to have all mentoring pairs come from your company. If you select this option, the RML team will partner with you to create a company-branded experience.

The Five Steps

THE RML PROCESS

1

Commit Humbly

to learn new skills, tools, and to broaden your perspective

2

Prepare Intentionally

through thoughtful pre-work and discussion

3

Come Ready

for a transformative two-day workshop

4

Lean Into

greater reciprocity in your mentoring relationships

5

Lead Inclusively

to grow a collaborative company culture