

RECIPROCAL MENTORING LAB

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Selecting Mentoring Pairs

The Reciprocal Mentoring Lab (RML) is designed to guide organizations committed to growing gender-equal cultures by bringing together mixed-gender mentoring pairs. To be eligible to attend a Lab, the mentor must be at least one level above his or her mentee, and the mentee must be at the director level (i.e., manages managers) or above. Together, each mentoring pair will develop their mentoring skill set, deepen their own perspectives around gender, and learn how to contribute to a more collaborative corporate culture, thereby building their brand as inclusive leaders

Which leaders can benefit from the RML?

Successful mentoring pairs will view the RML as an unexpected opportunity to create a high-performing relationship of mutual exchange. They are open to learning that can transform their careers and deepen their influence in the company.

In selecting pairs to attend the RML, first consider the following and keep a list of who may come to mind in either category. These will usually be high performers and/or those with high potential.

Mentors who benefit from the RML:

- Are ready now to build a reputation for collaborating with leaders of the opposite gender
- Recognize that companies only succeed if women choose to contribute, grow, and stay
- Bring curiosity and courage to their work as senior leaders
- Are committed and prepared to influence peers of their own gender
- Desire to hone their skills in mentoring and sponsoring to develop others' talents

Key: Which senior leaders are ready to invest in mentoring, sponsoring, and inclusive leadership?

Mentees who benefit from the RML:

- Leverage mentorship and sponsorship to grow their careers and deliver stronger results
- Are willing to invest in the development of their mentors through sharing their point of view
- Welcome the opportunity and count it as a privilege to learn from their mentors
- Are ready to lead through peer influence and gender collaboration
- Refine their own mentoring skills to expand the impact of reciprocity with their team(s)

Key: Which rising leaders must your company grow and retain through mentoring and sponsoring?

Existing Mentoring Pairs

To identify mentoring pairs that may already exist, first reach out to your executives and high-performing, high-potential colleagues to see if they have existing mentoring relationships across gender. This person may be a direct report or someone in another part of the company. Often informal mentoring relationships exist. It is not important that the titles “mentor” and “mentee” are used, but rather that the aspects of mentorship are there (check-ins, advice on problems or career advancement, etc.). As long as the mentee manages managers (what we call ‘director’ level) and there is at least one level between the mentee and mentor, the existing mentorship pair is welcome to attend a Lab.

New Mentoring Pairs

It may be a good time to create new mentoring relationships. If the same people you spoke to above said that they are *not* currently in a mixed-gender mentoring relationship, have them identify people above them that they look up to, but may not have had much of a chance to get to know. Conversely, have them identify people they have worked with that are a level below them that are high-potential, high-performing individuals. The RML process will help newly formed mixed-gender mentoring pairs start off on a strong footing through being structured in a way that allows them to get to know one another better before the two-day workshop.

Commit to greater inclusion. Sign up today!

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