The Reciprocal Mentoring Lab is a breakthrough approach for advancing women and gender-savvy men into senior leadership, while equipping executive men and women to mentor and sponsor more inclusively.
The Reciprocal Mentoring Lab is a transformative learning process for mixed-gender mentoring pairs. During the Reciprocal Mentoring Lab, mentoring pairs work with a world-class faculty, prepare together, attend an in-person workshop, and learn to lead with greater intention and integrity. Ultimately, this experience equips participants with the skills, tools and broader perspective needed to help foster a more reciprocal culture with their teams and organizations. The Reciprocal Mentoring Lab can be hosted within your organization or mentoring pairs can attend an Open Enrollment event.

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 help create a reciprocal mentoring culture back on the job.

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 in person workshop

4. Lean Into
   greater reciprocity in your mentoring relationships

5. Lead Inclusively
   to grow a collaborative company culture
The outcomes of the lab

Reciprocal mentoring is a powerful two-way relationship in which both mentees and mentors learn from each other and improve their performance.

Research indicates that the benefits of mixed-gender mentoring include:

- Increased visibility on projects
- Increased promotions/retention rate
- Increased awareness of gender-related barriers
- More inclusive leadership cultures

What do you mean by mixed-gender mentoring pairs?

A mixed-gender mentoring pair contains one female and one male individual. Since the work we will do together focuses on developing skills across gender, the RML is not intended for same-gender mentoring pairs. Further, we recognize that gender is a fluid construct and we do not intend to oversimplify it, but for the sake of the RML we are working primarily within the binary. The RML works with gender as a lens that can lead to greater conversation about intersectionality and the qualities that make each of us unique.

Who is the RML for?

Built for rising and senior leaders, the Reciprocal Mentoring Lab is for organizations who want to invest in keeping and advancing their best talent into positions of greater leadership and influence. Both existing and newly formed mixed-gender mentoring pairs are welcome.

How do I get involved?

Visit reciprocalmentoringlab.com for more information or to sign up for an event.

Email us at rml@greatheartconsulting.com to learn more!
Ancella Livers, Talent-Dimensions’ Chief Innovation Officer, is a skilled diversity and leadership development professional. Co-author of the book Leading in Black and White, the HBR classic “Dear White Boss”, and a blog focused on women of color in corporate America, she has written extensively on equity, diversity, and inclusion. In her TEDx talk, she discusses mutuality, which offers a new view of diversity and begins to chart an original way forward.

Dr. Livers holds a B.S. in Mass Communications from Hampton Institute, a M.S. in Journalism from Northwestern University and a M.A. and Ph.D. in History from Carnegie Mellon University. She has also written and spoken extensively on issues of difference.

Betsy is currently speaking and leading workshops around the world on the changing nature of leadership. Her book, Take the Lead: Motivate, Inspire, and Bring Out the Best in Yourself and Everyone Around You, continues to be the basis of her work as her experience spans the corporate, political and higher education arena. Ms. Myers contributed to the RML content, design, and curriculum development process.

Currently, Betsy serves on the Council of National Advisors of Springboard Enterprises, a national non-profit organization that educates, coaches and supports high growth women-led businesses that are seeking venture capital for expansion.

Nancy Mace brings more than twenty-five years of experience helping corporate and non-profit leaders to transform their performance. She has held executive roles in human resources at Dreyer’s Grand Ice Cream, Marine Terminals Corporation, and Barclays Global Investors. She has extensive experience in training design and facilitation, program design and management, cultural engagement, talent management, leadership development, and diversity and inclusion.

Nancy has created and led multiple leadership universities, and designed and facilitated programs in conflict resolution, strategic planning, and performance consulting.

W. Brad Johnson is a Professor of psychology in the Department of Leadership, Ethics, and Law at the United States Naval Academy, and a Faculty Associate in the Graduate School of Education at Johns Hopkins University.

A clinical psychologist, Dr. Johnson is a mentoring expert specializing in developing gender-inclusive mentoring cultures for organizations around the globe. Dr. Johnson is the author of numerous publications including 13 books in the areas of mentoring, professional ethics, and leadership. His most recent book is Athena Rising: How and Why Men Should Mentor Women (2016) with fellow faculty member David Smith.

For more than 25 years Chuck Shelton has honed a unique expertise in engaging and equipping white male leaders and their diverse colleagues to grow their global business through inclusive leadership. This specialty led to the publication of his groundbreaking book, Leadership 101 For White Men.

Chuck holds a master’s degree in ethics from an evangelical graduate school, Fuller Theological Seminary and a bachelor’s degree in conflict studies from progressive Evergreen State College. He is certified to facilitate twelve leadership development programs. Since 1981, Chuck has developed inclusive leaders globally with a focus on strategy, cultural engagement, talent management and sales through more than 380 presentations and projects.

A retired Navy Captain and pilot, Dr. Smith spent a career leading diverse organizations of women and men, culminating in the command of a squadron. Over 19 years he logged more than 3,000 flight hours, including combat tours in Iraq and Afghanistan.

As a sociologist trained in military sociology and social psychology, he focuses his research in gender, work and family issues. His areas of expertise and interest include the study of issues that impact dual career families, military families, women in the military and the retention of women. Dr. Smith is the co-author of Athena Rising: How and Why Men Should Mentor Women and Associate Professor of Sociology at the United States Naval Academy.