

# WOMEN MAKE AMERICA

## JOIN THE MANAGEMENT DEVELOPMENT MENTORSHIP PROGRAM

### PROGRAM OVERVIEW

All Management Development Program participants will have the opportunity to gain critical skills and insights and learn how to unlock and utilize leadership skills relevant to their career goals and advancement. You have a chance to select whether you would like to be a mentor or mentee. Each pair is matched based on dozens of criteria to ensure the relationship is based on a strong foundation of shared interests and goals.

### NEXT STEPS

- Step 1:** Scan the QR code to sign-up for the program
- Step 2:** Fill out your matching form in the mentorship program platform
- Step 3:** Attend a virtual professional development and program training session
- Step 4:** Receive matching information
- Step 5:** Hold periodic meetings with your mentor/mentee

### WHY IS MENTORSHIP IMPORTANT?

Mentors play a critical part in both professional and personal development. This type of relationship provides guidance, support and constructive feedback.

Still, traditional mentoring relationships have not been available or understanding of women's needs. In general, women must balance personal and professional responsibilities to a greater extent than men and consequently deal with higher levels of isolation, imposter syndrome and unconscious biases.

**Woman-woman mentoring relationships can help address the challenges women face in their personal and professional roles.** Mentors give women an avenue to practice their communication skills in a safe environment, build social capital and develop a leadership pipeline.

### SCAN TO SIGN UP



#### Women who are mentored:

- Are better prepared for promotions and have higher success rates
- Stay with their organizations longer
- Rate higher on performance measures
- Are more likely to pay it forward

#### Women who mentor:

- Feel more satisfied with their jobs and careers
- Experience more work-related fulfillment
- Notice reduced anxiety and improved mental health
- Are more committed to their company

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## THE POWER OF WOMEN MENTORS



Women make up almost half of the U.S workforce.



Women make up less than 30% of the manufacturing workforce.

### ✓ FACT

Male-dominated industries rely on mentorship for professional and career development more heavily than other industries. Yet, while 63% of women **have never had any formal mentor**, more than 60% of men have had a CEO or senior executive-level mentor.

### ✓ FACT

Sixty percent of employees **identify mentorship programs as a top retention measure**, but only 31% of companies offer one.

### ✓ FACT

There are fewer female mentors than males. **With women making up less than 3% of manufacturing CEOs and only 22% of leadership roles, there are fewer women available to be mentors**, and those few are often over-tasked.

### ✓ FACT

Women receive fewer stretch assignments and more vague, personal and unhelpful feedback than men. These challenges prevent women from getting clear information about their performance and, as a result, hinder downstream outcomes, such as financial growth, professional development and promotions.

### ✓ FACT

Women, more than men, experience negative outcomes **when they display assertive traits, such as competitiveness or dominance**. Expressing these traits, including through negotiation and communicating expertise, hurts women's likability and, as a result, hinders downstream outcomes, such as hireability and promotions.

