my mentor
success

Why top companies and government departments use my mentor?

Results. Plain and simple.

Our differences are our strengths

connect@emberin.com
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What does success look like?

We have seen success in many guises. In terms of metrics we have seen large numbers of promotions (one organisation has had 40% of the women who have participated promoted), role changes, increased performance ratings and engagement, reduced absenteeism and significant levels of gratitude for the recognition shown to individuals in enabling them to participate in the program. This program challenges women to take risks, to ask, to build their self confidence – and so we have also heard some amazing personal stories – from financial and health decisions to leaving difficult relationships. All of which ultimately impact work performance.

Why companies and government departments use the my mentor program year after year:

We have worked with hundreds of companies who have been happy to share with us what some of the benefits of the program have been to them:

- The ability for more women to be given the opportunity to develop and advance core personal and professional skills. The program is designed to enable you to get to critical mass - regardless of geographic spread. Reaching critical mass is when real change happens.

- Advancement of women (within 3 months) through clear evidence of:
  - Stepping up to take on projects, higher duties and secondments.
  - Promotions into higher roles.
  - Personal satisfaction and achievement of personal and professional goals.

- Alignment between ‘employer of choice for women’ employer brand and employee strategies. Clear evidence of increased engagement, performance ratings and level of ‘gratitude’ to their employer.

- Easy to roll out. With time pressed and under resourced HR departments – we have done all the preparation for you. You can just get your group together and then get started!

- Great versatility with many innovative ways to use the program.

- Self driving of careers and current roles with higher levels of satisfaction with current employer.

- Clear program ROI.

- It is inexpensive per person.
Clients who have OUTPERFORMED their targets.

Here are some tangible results that we’ve helped some major companies achieve (in combination with our PULL strategy):

**Telstra**
- Moved the number of women in senior management from 6% to 31% in 2 years and won a global Catalyst award.
- Pioneered working with men as gender champions in Australia.

**Transpacific Industries**
- Moved the number of women in senior management from 9% to 18% in 2 years.

**Bank of Queensland**
- Moved the number of women in senior management from 11% to 22% in 2 years.

**Aurizon**
- Moved the number of women in senior management from 8% to 13% in 2 years.

**Commonwealth Bank**
- Moved the number of women in senior management from 25% to 35% in 2 years and won a global Catalyst award.

**International clients who have successfully taken my mentor**

We have done work in Australia, New Zealand, India, US, Africa, UK, Europe, Singapore, Malaysia, HK, Korea, Japan, South America and many other countries where our programs have been used. The team have worked with a number of international clients, including:
MY MENTOR SUCCESS

Maximum gain, minimal risk: What our clients say.

Improving gender diversity is a strategic priority for Australia Post

The my mentor program is an important part of our gender strategy which helps to build our talent pipeline and equips our female employees to take ownership of their careers.

Almost 800 women at Australia Post have participated in the my mentor program, supported by trained mentors.

Evaluation of each program over the past 2 years, indicates over 55% of participants of my mentor have been promoted, undertaken higher duties or accepted more challenging tasks in the workplace.

A recent survey of my mentor shows:

- 94% of participants would recommend the program to other women
- 100% of our line managers recommend the program
- 96% of our mentors would participate again

I had two participants this year. They have both shown improvement in self-confidence and work commitment. Great program!

Australia Post Manager. Diane Utatao, National Diversity & Inclusion Business Partner, Australia Post

Increased performance, productivity, promotions and level of engagement

I personally witnessed some impressive results from the participants involved in our my mentor program rollout in terms of increased performance, productivity, promotions and level of engagement. We really involved the managers of the participants in the process and this was key to our success. Ultimately, this provided the managers with some great guidance on how to support their whole team to be more effective – in fact the flow on effect was increased productivity across the whole department because of the new skills built.

Gabrielle Curtin, Executive Manager People Operations Qantas Airways Limited

Wow factor - it works!

As a consequence of the my mentor program guidance, we discovered the usefulness of development game-plans built around knocking over hurdles such as confidence challenges, going from tentative operating styles to “why not tackle that and beat it” modes.

Peter Isdale, Group Manager – Research & Innovation, Transpacific Industries Group Ltd

Increased promotion opportunities

...a full 25% have successfully applied for a promotion, with a further 9% having either applied for a promotion, taken up periodical higher duties in relief positions, or have made a lateral move with a view to building their careers...

Financial Services Client
What our clients say continued...

Confidence and commitment

My observation is that women who do the my mentor program bring more of themselves to work - and I don’t mean in terms of time commitment, I mean in terms of level of engagement, level of confidence and commitment.

Grahame Petersen, Group Executive, Business and Private Banking, Commonwealth Bank

In selecting this program what was important to us was:

• That all women within the organisation should be able to access this – we want to cast the net wider and seek out those who may be overlooked;
• The content needed to be impactful across levels
• We needed to be able to geographically roll this out without the necessity of travelling people in remote locations and regional areas to capital cities – as from a budgetary perspective, this would limit our reach.
• We needed it to facilitate connectivity between our women wherever they may be across Australia
• The content must have a commercial angle – we want the program to bring commercial results for business
• Smart use of technology as we are a technology business and we see that we have to lead the way in the use of technology to promote other ways of learning. We recognised that women are busy and often don’t have the time to travel to programs and events – so we brought it to them. The flexibility of the program enables women to do it when convenient to them.
• Cost – we work on a business unit pays basis and managers must engage and pay for the program. Managers have some ‘skin in the game’ and want to see their participants be successful. The Diversity Department doesn’t have to rely on Diversity budgets for rollout. The business has embraced this model. The per person cost of this program is small and enables this to happen.

Telstra Catalyst Awards Submission (Telstra won the award)

Being different

BOQ wants to be different to other financial services institutions and diversity in all its forms is one of the key ways we can demonstrate that difference.

In terms of gender diversity we’ve increased the number of female senior managers from 11% in November last year to 22% currently, a result we’re delighted about achieving in less than a year although we still have more work to do. Programs like my mentor, which aim to give women more confidence in the workplace, will help us get there and we’re committed to doing everything we can to make sure we’re providing an environment where women can thrive.

Stuart Grimshaw, CEO, Bank of Queensland
Our purpose

We are passionate about:

• Unleashing the strengths of EVERY employee
• Enabling organisations to leverage ALL of their human capital
• Being committed to our clients and ACCELERATING their results

Our track record demonstrates REAL results for clients and significant ROI.

TALK TO US TODAY – and we’ll get there together! We can’t wait to work with you, and to help you uncover the REAL benefits of DIVERSITY and INCLUSION as courageous, innovative thought leaders of the 21st Century – that’s you isn’t it?

Warmly,

The emberin Team

Your partners in disrupting the status quo!

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