

Mentoring for Diversity Programme

2018 Impact Survey results from mentees who completed the programme 2012-2017



110 mentees participated

in the Institute of Director's Mentoring for Diversity programme in five cohorts between 2012 and June 2017.

We wanted to know the impact of the programme on their governance journeys, so we asked them.

“The Mentoring for Diversity programme sharpened up my governance offering”

Mentee, 2012 cohort

1

Success of Mentoring for Diversity mentees in gaining board positions



74%

have gained new board positions since completing the programme*



15%

have applied for but not been successful in gaining new board positions



11%

have not applied for any board positions

*Results based on 64% response rate from 5 cohorts of mentees (2012-2017)

2

Participating in the Mentoring for Diversity programme has:

Strengthened mentees' desire to become a director

69%

Strengthened mentees' desire to further their executive career

10%

Helped mentees realise they are not yet ready for a governance career but will work towards one

6%

Helped mentees decide that governance is not the career for them

1%

14% of the participants answered 'Other' to this question

“The Mentoring for Diversity programme helped me understand the requirements for directorships and to be realistic about my ambitions”

Mentee, 2016-2017 cohort

3

Mentees who have completed the Mentoring for Diversity programme believe it:

59%

Adds to the diversity of the director pool

57%

Enhances governance knowledge and skills for appointments to large company boards

47%

Makes board-ready talent more visible

46%

Increases understanding of how listed and large company boards work

29%

Enhances the connections between senior directors and chairs

27%

Other
• helps with self-development, confidence and self-awareness
• gives advice on what skills are required
• reinforces the need to network

Respondents could select more than one answer to this question

4

New directorships obtained by Mentoring for Diversity mentees*

2012

53 new directorships secured by 11 mentees

2013

28 new directorships secured by 9 mentees

2014

26 new directorships secured by 7 mentees

2015/16

13 new directorships secured by 8 mentees

2016/17

10 new directorships secured by 9 mentees

*Total directorships obtained by mentees who answered this survey question

“The Mentoring for Diversity programme made me appreciate the benefits of a diverse board in terms of robust decision making”

Mentee, 2015-2016 cohort