

# Accenture Finland Women's Network Mentoring Program



High performance. Delivered.

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# Agenda

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- Defining success. Your way.
- Why Mentoring Program?
- Mentoring Program provides
- Mentoring Program activities
- Key Points for Successful Mentoring



# Defining success. Your way.

The success of our 80,000+ women around the globe is key to the unique way we do things at Accenture.

[Women at Accenture: What Makes Accenture Employer of Choice for Women](#)



We are committed to supporting their professional goals and aspirations – which are as unique as the women who deliver high performance every day. We strive to provide a high-energy environment and culture where our women can thrive and define their personal approaches to success.





# Why Mentoring Program?

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- The Women's Network Mentoring Program was launched to empower women and their career development in Finland.
  - To support balanced workforce
  - To develop and leverage the potential of the best people and best skills
  - To have women in leading positions, as seen important for future growth and success
- Program aims to
  - enhance the women's possibilities and encourage to find and take up new challenges and front-line roles
  - ensure high engagement of women in Finland as they foresee the opportunities and career possibilities at Accenture
  - develop high-performing future women leaders and hence increase the amount of women leaders in senior management level at Accenture Finland

# Mentoring Program provides

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- Mentoring Program was launched in November 2011.
- Active and structured approach for finding women mentors for women in order to support the career development and future women leaders.
- Support in personal and professional growth via women mentors acting as role models and sharing their expertise and providing coaching.
- Cross organizational networking possibilities
  - By providing opportunities to enhance internal networks, the program supports women in finding new project and career opportunities more easily within Accenture.
- Support for the mentoring pairs and keeping the mentoring process "alive"



# Mentoring Program activities

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- Matching of pairs
  - Matching is done based on a questionnaire answers and wishes gathered from the mentee's and mentors.
    - Questionnaire contained questions related to work background, mentoring preferences and career plans
  - The program currently has 46 women as mentors and/or mentees from all workforces and career levels from Analyst to Senior Executive.
- The meetings between mentors and mentee's are agreed by the pairs themselves depending on the individual need.
- Mentoring pair support / Events
  - Events provide networking possibilities, information, sharing of mentoring pair experiences, lively discussions on career, development and experiences topics.
  - Finding other ways to support pairs e.g. reminding them to meet regularly.
- The goal for FY13 Mentoring program is to activate larger audience and network of technology oriented women in Accenture Finland.
  - To boost our women on this area where the men are the majority.

# Key Points for Successful Mentoring

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- Partnership between two people (mentor and mentee) normally working in a similar field or sharing similar experiences but not in the same reporting line
- Open dialogue and true listening
  - Someone from whom you can always ask help
- Confidentiality of discussions
- Based upon mutual trust and respect
- Agreement of the ways of working and objectives
  - Some structure and/or agreed themes
  - Different ways depending on the pairs!
- "Learning by experiences"
- **Readiness to challenge and be challenged!**