Accenture Finland Women's Network Mentoring Program

High performance. Delivered.

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Agenda

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

Women at Accenture: What Makes Accenture Employer of Choice for Women
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

• 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

• 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

• 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!