

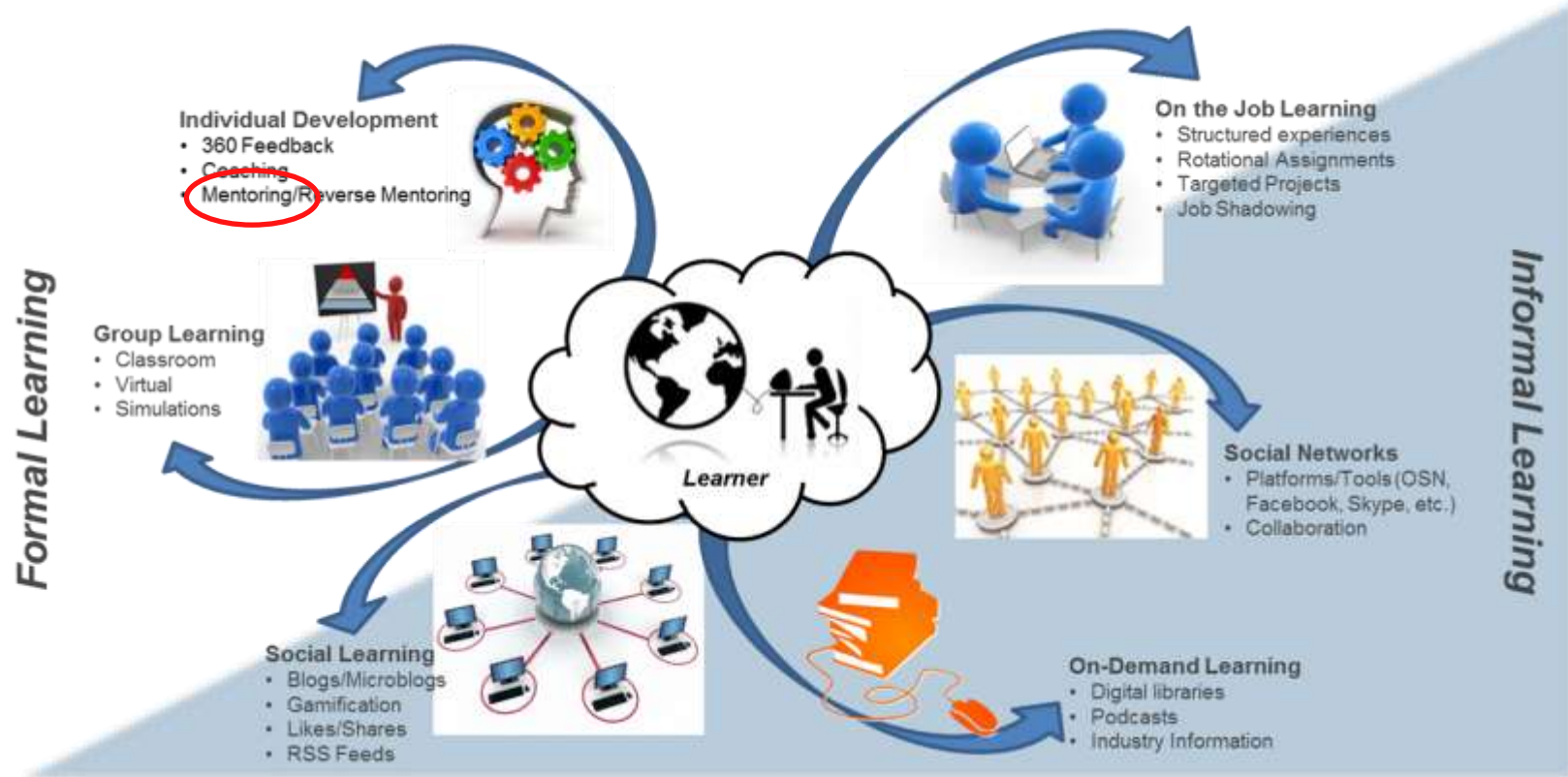


Oracle Womens Leadership: Mentoring Cross-Companies

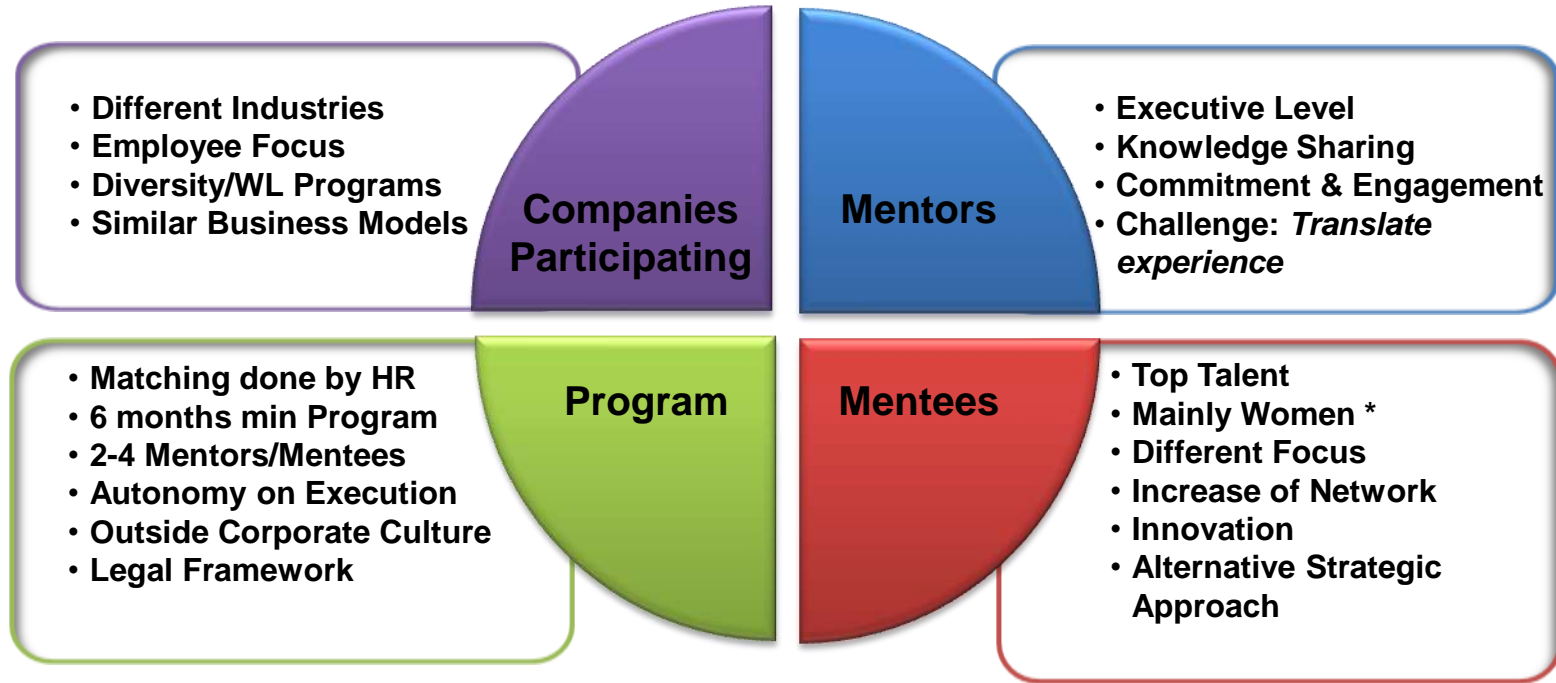
Global Diversity Colloquium
NY, Feb 2014



Development in a Connected World



Mentoring Cross-Company – Common Basis



OWL Spain



- Program Launched in 2010
- Currently on V Edition
- 70 participants up to date
- Developed Mentoring Guidelines combining best practices from each company
- One Year Program
- Mentees: Women & Men
 - Opportunities for men to understand women issues
 - Usually paired with Women Mentors

OWL Switzerland



- In cooperation with Career Women's Forum (Switzerland)
 - Offering for Corporate Members: **Oracle**, Alcoa, CICR, DuPont, Deloitte, Firmenich, **IBM**
 - **Conflict of interest agreement between Oracle & IBM**
- Program launched in 2011
- Currently III Edition – 6 months program
- 88 participants – All mentees are women
- Each company appoints a POC for Matching purposes
- A different perspective:
 - Strong focus on networking and resources
 - Increase visibility of participating Company
 - Open up new collaboration/business opportunities

OWL UK

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- Creation of a Women Network for cross-company initiatives
 - Oracle and 6 key customers
- Objectives: Professional Development & Networking
 - Mentoring Cross Company: On II Edition now
 - 4 Mentors/Mentee from each organization
 - Initially Women Mentors and Mentees
 - Introduction of Men Mentors
 - Workshops/Events every 6 months
 - E.g Nov/13: “Bringing a Mindset of Innovation to Work”
 - Opportunities to participate in conferences, workshops, visibility in UK market

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OWL Romania

- I Edition launched Sep 2013
- 6 months program
- 2-4 Mentors/Mentees from each company
 - All mentees are women. Mentors 50% male - 50% women
 - Mentors: Director and above, Mentees: Top Talent
- Collaboration on other initiatives around gender diversity
- More companies interested

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Upcoming Editions

- OWL EMEA
 - OWL France, OWL Sweden and OWL Ireland
- OWL APAC
 - OWL Japan

Conclusions & Challenges

- Conclusions:
 - Boutique VIP Mentoring
 - More efficient when number of participants are small
 - Very challenging to identify metrics and KPIs
 - Women's progress difficult to measure based on mentoring only
- Challenges:
 - Growth:
 - Control number of participant companies
 - Identify suitable companies from different sectors
 - Matching process if number of participants increase
 - Resources:
 - Ability to find suitable Mentors if repeated over large number of years

