Development in a Connected World
Mentoring Cross-Company – Common Basis

**Companies Participating**
- Different Industries
- Employee Focus
- Diversity/WL Programs
- Similar Business Models

**Mentors**
- Executive Level
- Knowledge Sharing
- Commitment & Engagement
- Challenge: *Translate experience*

**Program**
- Matching done by HR
- 6 months min Program
- 2-4 Mentors/Mentees
- Autonomy on Execution
- Outside Corporate Culture
- Legal Framework

**Mentees**
- Top Talent
- Mainly Women *
- Different Focus
- Increase of Network
- Innovation
- Alternative Strategic Approach
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

- 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
OWL Romania

- 1 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
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