



MUTUAL MENTORING

Organisations with ethnically and culturally diverse teams are 33% more likely to outperform peers on productivity, and diverse teams are 83% more likely to be associated with higher individual performance and innovation (Chapman, 2021).

We know that embracing diversity improves operations, organisational succession planning and employee retention. Businesses are recognising the need for greater inclusivity within leadership positions.

I-Cubed's reverse mentoring programme is designed to develop current leaders as well as future leaders. It seeks to improve racial and cultural awareness among senior leaders.

Reverse mentoring is a form of mentorship relationship which takes place in the workplace; commonly involving a worker of a more junior position assuming the role of the mentor, while the worker in the more senior position becomes the mentee (Murphy, 2012).

We focus on **equality**, **equity**, **diversity**, and **inclusion** by acknowledging that the power dynamic between mentors and mentees can influence how issues regarding race and inequality are addressed. One of the defining features of the mentor cohort is that they identify as being part of an underrepresented group therefore being considered as having 'less perceived power' in comparison to their mentees. The lived experience of the mentors whose backgrounds are different to those of their mentees are an asset to the learning experience as they provide a different lens of understanding.

Benefits:

- Powers emerging and established leaders
- Closes the knowledge gap
- Transcends boundaries that normally wouldn't be crossed
- Engages employees, promotes loyalty and generates trust
- Empowers new hires to speak up
- Promotes diversity