

TEAMMATES[™]

MENTORING PROGRAM

HOW DOES MENTORING BENEFIT CORPORATE AMERICA?

The Nation's corporations are looking for employee:

- *Retention*
- *Productivity*
- *Satisfaction*
- *Improved morale*
- *Service contributions*
- *Volunteer leadership*
- *Company pride*
- *Social responsibility*

Mentoring answers the need and helps business to:

- *Improve its image in the community*
- *Increase community awareness of its mission*
- *Prepare a more productive workforce*
- *Create a pool of future employees*
- *Reach strategic goals*
- *Attract better employees*

BENEFITS OF MENTORING in the WORKPLACE

Researchers have looked at the benefits to employees of participating in youth mentoring programs. Dr. Susan G. Weinberger learned from corporate mentors in the Norwalk Mentoring Program employees who mentor:

- *Return to work happier*
- *Increase morale*
- *Experience satisfaction with and at work*
- *Are more loyal*
- *Have greater pride in company*
- *Work longer hours*
- *Accept more challenges at work and home*
- *Learn more about themselves*
- *Feel better about themselves for having impacted a child's life*
- *Improve own values & beliefs*
- *Improve their understanding of school system*
- *Increase sense of responsibility*
- *Are more appreciative of youth from diverse backgrounds*
- *Relate better to youth*
- *Get along better with spouses, children and significant others*

A survey on employee volunteer programs completed by 248 U.S. corporations revealed several benefits to the company and employee. (Corporate Volunteer Programs-A Strategic Resource: The Link Grows Stronger 1999)

- Respondents unanimously agreed that corporate volunteering helped to create healthier communities and improve the company's public image.
- 97% said that their volunteer programs improved employee teamwork.

A Commonwealth Fund Survey conducted in 1998 revealed that 4 out of every 5 mentors:

- *Felt they were a better person*
- *Increased patience*
- *Gained friendships*
- *Felt they were effective*
- *Learned new skills such as listening*

The Conference Board and The Points of Light Foundation cosponsored a study of more than 450 U.S. corporations. The study revealed the many hidden benefits to corporations and employees who are engaged in formal volunteer programs.

Benefits to employees included:

- *Building teamwork skills*
- *Improving morale*
- *Promoting self-work*
- *Improving employee retention*
- *Exposing employees to new situations in which to apply their skills*

Benefits to the organization included:

- *Increased productivity*
- *Improved community relations and public image*
- *Recruitment and retention of employees*

BENEFITS TO MENTORS RELEASED ONE HOUR PER WEEK

Dr. Susan G. Weinberger conducted a study in 1999 for the Allstate Insurance Company in Northbrook, Illinois. In the study, employees reported that mentoring:

- *Improved their attitude at work*
- *Gave them a fresh perspective on their life*
- *Showed that their company cares about the community*
- *Helped them to learn about children, schools and more about themselves*
- *Demanded some or no sacrifice in terms of extra time at work*
- *Produced some or no extra demands on coworkers*