

## **Lilith Professional partners with over 50 companies to deliver Women of Impact Program.**

### **Overview**

Over 50 companies partnered with Lilith Professional to deliver the Women of Impact Program to help accelerate the development of mid and senior level women and prepare them for key leadership roles. The program was expanded to include Wisdom Wednesdays and Lilith Connexion events and attracted over 800 participants.

### **Business Case**

The Calgary based Women of Impact Mentoring Program was launched in 2009 to support the leadership development and advancement of high performing women across all professional fields with an emphasis on female knowledge workers in the energy, construction, technology, agricultural, manufacturing and mining sectors. Companies chose the Women of Impact Program to strengthen their human capital strategy to retain, develop and maximize the productivity of top talent within their organizations.

### **Objectives for participation in the Women of Impact Program included:**

- Increased overall breadth of leadership knowledge and skills
- Making a significant impact on their organization through access to a diverse perspective of an outside resource
- Provide access to experience and expertise of mentor's proficient in mentee's field
- Accelerate the leadership development of high performing female managers and prepare them for senior leadership roles

### **Mentoring Strategy**

Participating companies selected high performing managers with a minimum of five years experience to participate as mentees in the Women of Impact Program. Seasoned leaders were recruited and selected from a variety of multi national companies. Mentees were paired with a mentor proficient in their field. Dyads were matched based on the needs of the mentee and the skills and experience of the mentor. The mentor and mentee dyads met for a minimum of two (2) hours per month for one year. The participants attended a two-day opening retreat and seven (7) half -day learning sessions. Topics ranged from Navigating Your Career to Time Management and Increasing Productivity. Sessions were led by topic specialists and subject matter experts and included panels of seasoned business leaders. Mentor and mentee dyads constructed a mentoring plan to tackle the gaps identified in their Lilith Leadership Assessment.

When asked about their overall experience in the Women of Impact Program, 90-100% of the mentees reported:

- Achieved a minimum of 80% or more of their established goals
- Heightened sense of job satisfaction and organizational commitment
- Increased meaning in career path

When asked about their overall experience in the Lilith Law Mentoring Program, 80-90% of the mentors reported:

- Expansion of professional networks
- Increased confidence in their leadership knowledge, skills and abilities
- Unique insight and deeper understanding of mentee's capabilities and contribution to the workplace
- Increased productivity

*"Lilith Professional plays a vital role in building strong and economically viable companies and organizations by providing a platform for high performing women aspiring to leadership positions to connect and learn from seasoned leaders outside their own organization. I believe that Lilith Professional can deliver the results that are required to develop the next generation of female leaders and I am pleased to be part of the effort."*

**Vineeta Maguire** – VP Operations, Encana & Lilith mentor

*The Lilith Women of Impact Mentoring program is highly personalized and a great deal of care is taken in pairing protégés and mentors. Through my relationship with my mentor I received guidance and developed action steps across a wide-range of areas: work-life balance, leadership, transition and advancement. I highly recommend the Lilith Mentoring program for any woman seeking to take her career to the next level."*

**Anna Cordner**

Senior Manager, Strategy & Planning, Nitrogen & Phosphate Commercial · Nutrien

### **Skills and Competencies**

Improvement in their ability to take on leadership roles \_\_\_\_\_ 90%

Increase in productivity and work life balance \_\_\_\_\_ 80%

Improvement in their ability to empower and motivate others \_\_\_\_\_ 90%

Improvement in their ability to contribute to business goals \_\_\_\_\_ 90%

Would recommend the Lilith Law Mentoring Program to their colleagues \_\_\_\_\_ 100%