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# REVERSE MENTORING

LATAM INCLUSION & DIVERSITY AT ACCENTURE | Georgina Barrán  
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### Self proclaimed and proud geek

10+ years in Finance and Business Operations at Accenture  
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LANGUAGES



MEETING  
NEW PEOPLE



READING



GAMING



GAY



MUSICALS



MEETING  
NEW PEOPLE



FLYING



FOODIE

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### Georgie Barrán

15+ years HR and ID Lead for Latam

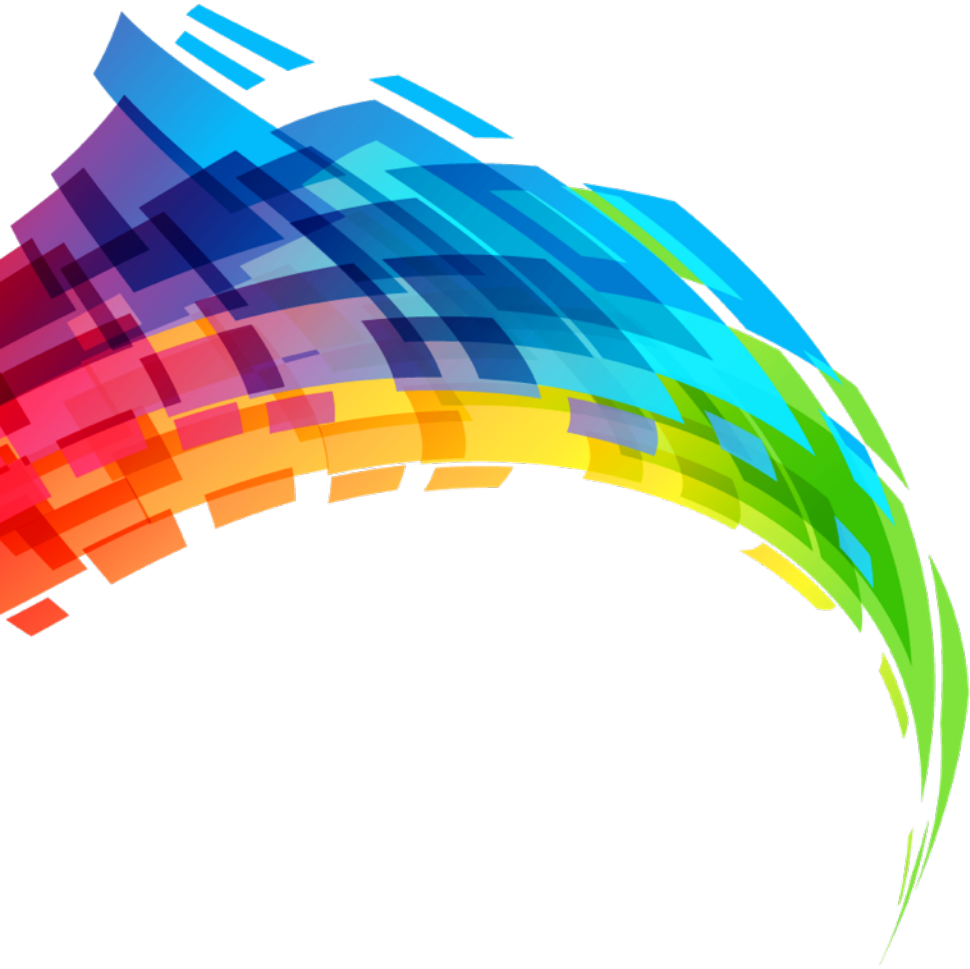
# TAKEAWAYS

Understanding and recognizing the importance of reverse mentoring as a technique

How reverse mentoring can be successfully leveraged to foster LGBTI inclusion

Recommended steps to implement and run your own reverse mentoring program

# AGENDA



- ABOUT ACCENTURE
- REVERSE MENTORING
- THE BENEFITS
- HOW DOES IT WORK?
- HOW TO GET STARTED
- OUR JOURNEY
- Q&A



# ABOUT ACCENTURE



**Technology, consultancy and operations**  
**Global Presence**  
**506.000 employees**  
**I&D strategy since 1995**  
**LGBTI strategy since 2003**

# REVERSE MENTORING



# WHAT IS REVERSE MENTORING?

It was first popularized by former GE Chairman Jack Welch to share knowledge about technology.

Nowadays reverse mentoring is used **to think about strategic topics, including inclusion and diversity.**

**Reverse Mentoring** creates a professional, one on one, **bond** between senior leadership and more junior associates across the organization.

It enables the exchange of **skills, knowledge and understanding.**

# THE BENEFITS





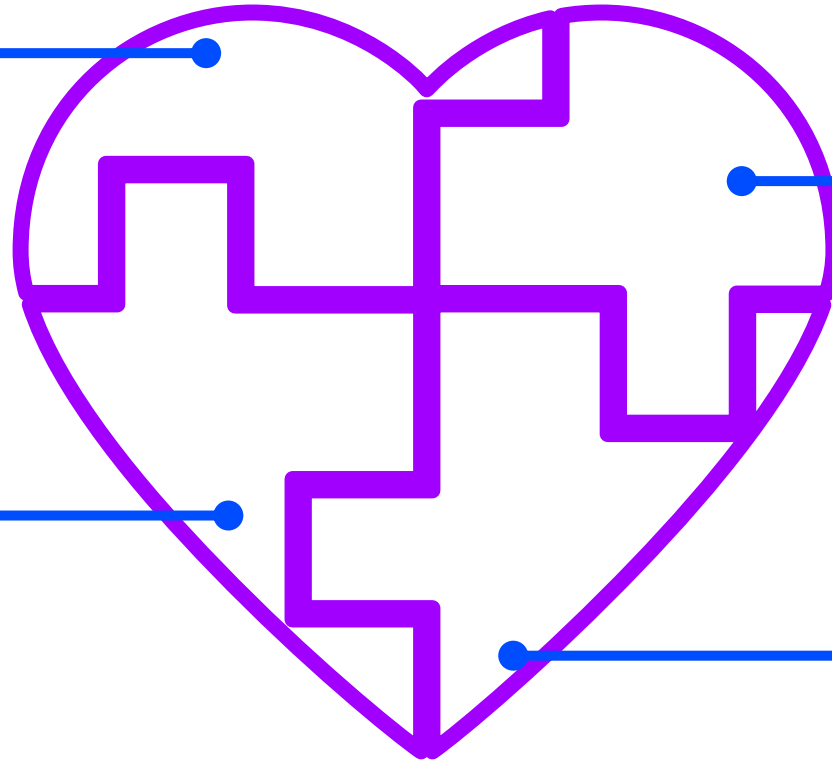
# BENEFITS

**IT'S MUTUALLY BENEFICIAL**

**IT'S AN EFFECTIVE TOOL TO FOSTER INCLUSION ACROSS THE ORGANIZATION**

**IT'S AN EXTREMELY REWARDING AND EMPOWERING EXPERIENCE FOR MENTORS**

**THE RELATIONSHIP DEVELOPED CAN MATERIALLY INCREASE MOTIVATION AND ENGAGEMENT AND OUTLAST THE MENTORING SESSIONS**



# HOW DOES IT WORK?



# HOW DOES IT WORK

**PAIRING LEADERS  
(MENTEES) WITH  
JUNIOR ROLES  
(MENTORS)**

develops empathy and reduces biases

**INFORMAL  
CONVERSATIONS**

create more open, honest and effective learning opportunities

**THE MENTOR HELPS  
THE MENTEE**

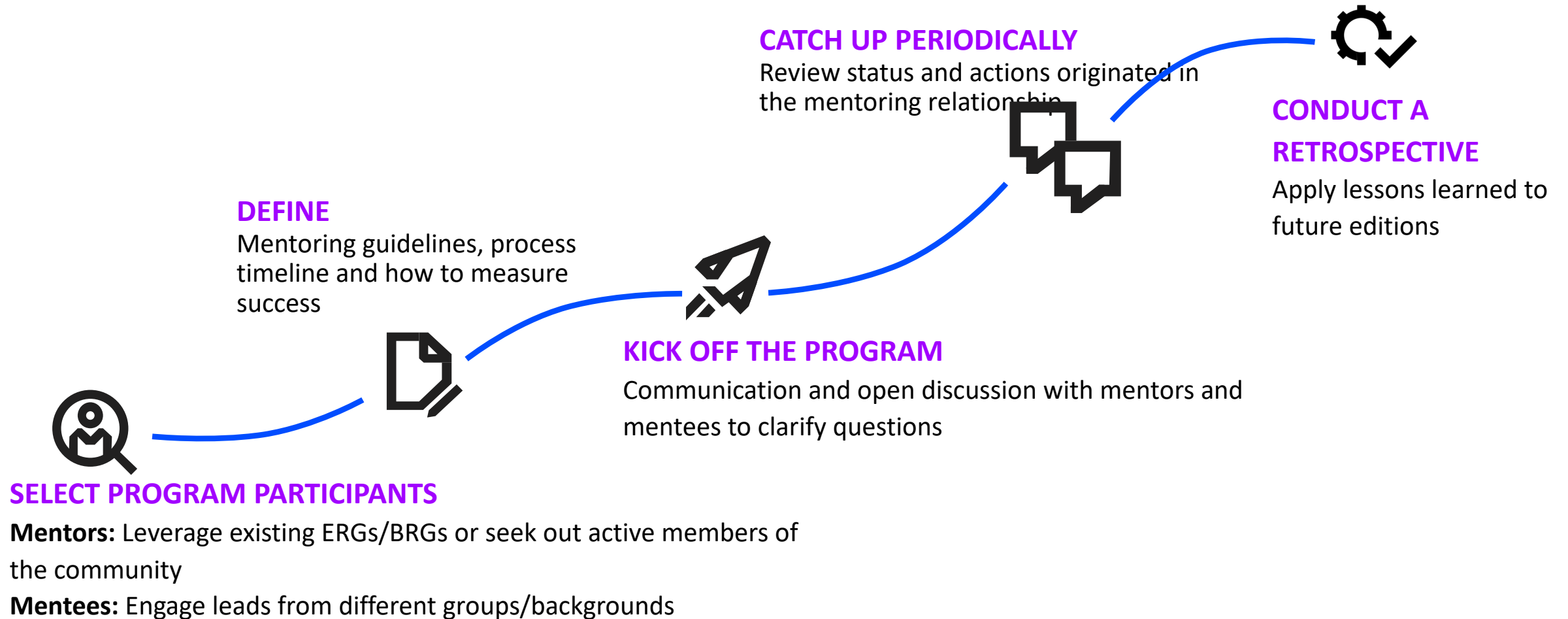
better understand the experiences and challenges of the LGBTI community in the organization and drive more effective actions.

# HOW TO GET STARTED



# HOW TO START


IT'S RECOMMENDED TO PILOT THE PROGRAM FIRST AND EXPAND AS EXPERIENCE IS GAINED



# PROPOSED GUIDELINES

## DEFINE:

- **Mentoring goals**
- **Roles, rules and expectations**
- **How to resolve conflict/concerns**
- **Recurrence/duration**
- **Ending the relationship**



EMPHASIZE THE  
IMPORTANCE OF TRUST  
AND TRANSPARENCY

# CONVERSATION EXAMPLES

Barriers/ challenges faced by LGBTI employees in the workplace

Negative **stereotypes/bias** surrounding the LGBTI community and how to address them

Conversations about **sexuality** and **gender identity** and raising **awareness** across the organization

Importance of workplace **role models**

Outside experiences of **discrimination/exclusion** and their impact

Gender-neutral **language** and gender-neutral **restrooms**

Actions and programs to **drive inclusion** and **celebrate diversity**

# OUR JOURNEY





# Q&A





# THANK YOU

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