

台北

British Chamber
of Commerce in Taipei

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Women in Business Mentorship Programme

2018 - 2019
Results and Findings

AberdeenStandard
Investments
安本標準投資管理

ROBERT WALTERS

Programme at a Glance



The BCCT launched its first Women in Business Mentorship Programme together with programme supporters Aberdeen Standard Investments and Robert Walters, in December 2018.

BCCT members and Women in Business committee members created the programme as a means of addressing gender imbalance in the workplace and to support female talent development.

Twenty-nine women joined the six-month mentorship programme and formed 14 groups. Of the twenty-nine, twenty-six were BCCT members and three were businesswomen from our wider community.

The programme has received positive responses both from our participants and our members. In light of the success of the 2019 programme the BCCT plans to continue and grow the programme in 2020.

Highlights from the Participants



“The mentor is likely to get as much out of the programme as the mentee! Plus, connectivity for a lifetime with your mentee.”

“The programme connects intelligent women in business while enabling you to develop and broaden your horizons.”

“The collective wisdom of women is a powerful tool for change.”



“A fantastic initiative to promote diversity and women’s leadership!”

“A great opportunity to understand different perspectives and industries.”

“The global challenges that women in business face today are generally not culturally unique and center largely on choices of family planning and work life balance. I've taken away best practices from each to help me manage my career while managing my health. I'm grateful to my mentor for sharing her perspective with me.”



Hear from our Supporters



“Congratulations to all. The WIB Mentorship program is so rewarding to all participants, including us as a sponsor. Thanks to the BCCT for initiating and organizing this great programme. In Aberdeen Standard Investments, we put a lot of emphasis and work globally on Diversity & Inclusion, Gender Equality and Work-Life Balance, as it can bring invaluable benefits to both the individual and the company.

Nowadays, it has become more and more challenging for working women who have to play multiple roles in their day-to-day lives. Mentorship Programmes such as this can be described as 「女人幫幫女人」(Women Helping Women). We believe there will be more and more women willing to contribute. This will create a beautiful and positive cycle in our society.”

**Michelle Maa, General Manager,
Aberdeen Standard Investments**



“Robert Walters is proud to support and partner with organisations that share our values and are passionate about powering people to fulfil their unique potential. The Women in Business programme by BCCT offers a platform for future women leaders to connect with the present leaders and learn from them, which is one of the most effective ways of helping women to develop in the workplace. Empowering gender diversity has proven to improve team performance and success, leaders at every organisation should take the lead in ensuring that the views and needs of all employees are well-represented. Our whitepaper about “Empowering Women in the Workplace” has shown that professionals value the opportunity to interact directly with senior management, so companies are recommended to organise more networking events that allow employees to communicate with different stakeholders in the business.”

John Winter, General Manager, Robert Walters Taiwan

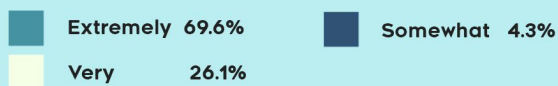
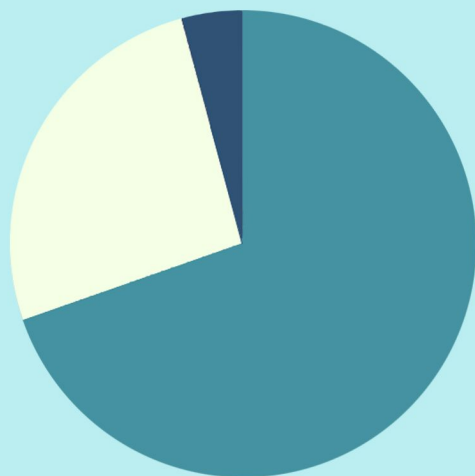


“The BCCT Women in Business Mentorship Programme is an opportunity to gain access to senior leaders, develop and give back to future female talent and form a strong coalition of female business professionals in Taipei. Take concrete steps towards a more equal and diverse workplace by joining the 2019/2020 mentorship programme.”

**Anjana Narain, VP & General Manager, GSK Taiwan
BCCT Board Member / Chair - Women in Business Committee**

Results and Findings

Programme Usefulness

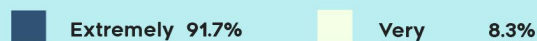
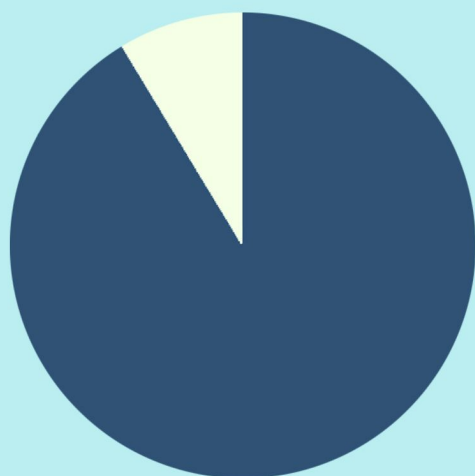


The overall feedback for the mentorship programme was very positive. Nearly 70% of participants indicated that the process was "extremely useful" and almost all participant would recommend the programme to others.

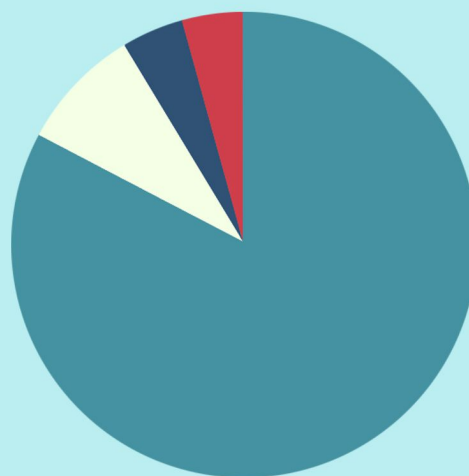
We hope to see participants sign up again for the 2019-2020 porgramme with 83% of participants indicating that they are "extremely likely to re-join".



Likelihood to Recommend to Others

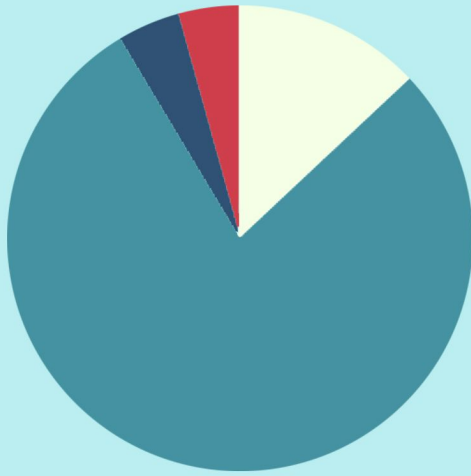


Likelihood in Re-joining the Programme



Results and Findings

How Frequently did you Interact?



Weekly 13%
Monthly 78.4%
Every Two Months 4.3%
Not at All 4.3%



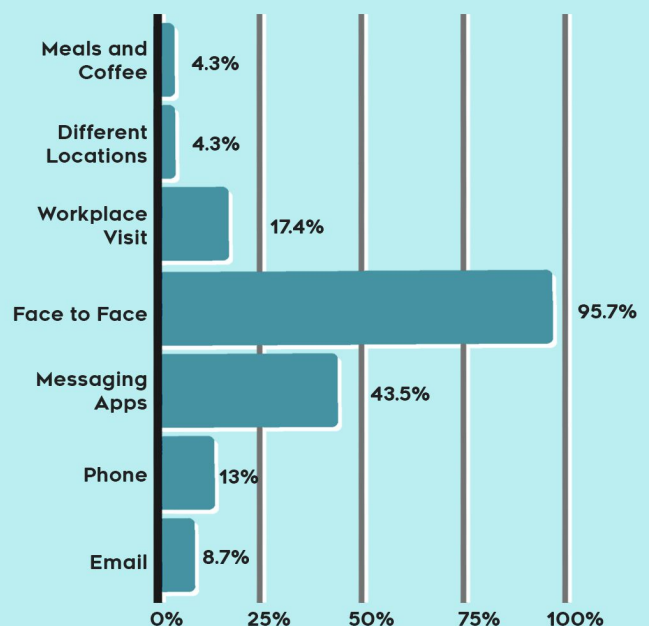
During the six-month programme, almost all participants met face to face every month.

Many groups interacted over meals or conducted their sessions at their respective workplaces.

Some groups even organised their meetings around hobbies (e.g. flower arranging, yoga, hill runs) or special events in Taipei.



How were your sessions carried out?



Significant Takeaways from Programme Participants



PROFESSIONAL
AND PERSONAL
INSPIRATION



CROSS INDUSTRY
LEARNING



NEW CONNECTIONS
AND FRIENDSHIPS



PROFESSIONAL
AND PERSONAL
INSPIRATION



MUTUAL LEARNING
OPPORTUNITIES



LEADERSHIP SKILLS
AND BEST PRACTICE
SHARING

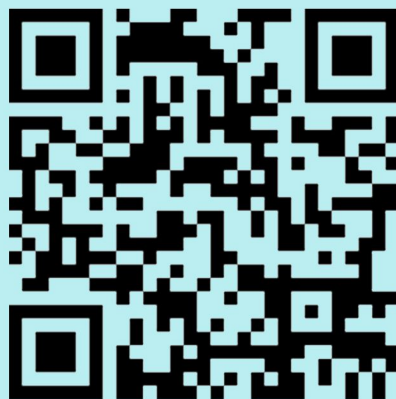
Final Thoughts from the BCCT

“A LOT OF THE BLOCKS FOR PROFESSIONAL WOMEN IN TAIWAN ARE HIDDEN. OUR PROGRAMME GIVES SUPPORT AND GUIDANCE FROM FELLOW PROFESSIONALS TO HELP ALL WOMEN BREAK THROUGH THOSE BARRIERS AND ALLOW THEM TO ACHIEVE THEIR HIGHEST POTENTIAL.”

Steven Parker - Executive Director, BCCT



**Please visit our website to
learn more about our
Women in Business Programme.**



<http://www.bcctaipei.com/>