



**YOUNG
PROFESSIONALS.**



British Chamber
of Commerce in Taipei

MENTORSHIP PROGRAMME

2020 RESULTS AND FINDINGS

This year, we wanted to replicate our experience running the WiB Mentorship Programme and adapt it to Young Professionals, creating a brand new Young Professionals Mentorship Programme.

We had a great response initially with an enthusiastic group of young talent being paired up with high achieving executives who were only too keen to share their wealth of experience in business and in life. Now it's time to look back and hear from the participants themselves.

The Mentorship Programme is one way that we at the BCCT are taking tangible steps to build a better future for business and Taiwan by connecting and supporting Young Talents.



BCCT YP Mentorship Programme - pairing workshop



Programme Sponsor/

英國保誠人壽



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THE ADECCO GROUP

HIGHLIGHTS FROM PARTICIPANTS



"This was a unique opportunity to grow from the sharing of expertise, gaining new insights and perspectives."



"It was a privilege to mentor someone as proactive, diligent, and conscientious as Steven. His thorough research of the different topics and books we studied helped us learn alongside each other."

"It's extremely helpful to get some outside and unbiased perspective on some of the challenges that I'm trying to tackle."

"Thanks to BCCT to hold this mentorship programme for young professionals to grow in career and personal goals!"

"It has been very inspiring to understand and share the challenges and doubts faced by young talents during their career progression."



HIGHLIGHTS FROM PARTICIPANTS

"Mentorship programme creates a safety zone and allows me to get different perspectives on the challenges of work and life."

"A mentor is like a book; you might only find one sentence useful - but it could have an immense impact."

"The programme offered a window to view different mindset, character and business sector."

"Revital was so generous with her time and attention to help me evaluate the status of my professional and personal development, share her experience and give me new development impulses."

"Regardless of our title or experience, mentoring allows us to learn from each other."

"A brilliant platform for both mentees and mentors to learn from one another."



HEAR FROM OUR SUPPORTERS



Laura Wang

CEO
PCA Life Taiwan



It is our honour and pleasure to be a sponsor for the Young Professionals' Mentorship Programme.

Embracing cultural diversity in the workplace is essential in PCA Life Taiwan. We support a diverse workforce and are glad to have enjoyed the benefits with employees working across borders, cultures and languages. Basically, we are operating in a dynamic and internationally connected business environment, where multiple voices and personalities will give rise to creative thinking including the voices from the young generation.

People are important assets to PCA Life Taiwan. We understand highly engaged employees with a purpose-led culture is the key to make the company successful and sustainable. Therefore, we provide employees an environment with equal opportunities, career potential and rewards to thrive.

With BCCT's Young Professionals Mentorship Programme, we are able to share our experiences with young talents and at the same time enrich ourselves with their views and energy. Thanks BCCT for initiating this programme. PCA Life Taiwan will continue our promise to serve the community and develop our masters of the future.

HEAR FROM OUR SUPPORTERS



Cindy Chen

Regional Head
Adecco Group
Taiwan &
S. Korea



Congratulation for your graduation. I appreciated the support from BCCT, all business leaders and mentors to enrich your view and experience.

You also must thank yourself for taking the step and opening up yourself for learning. A great learning programme for everyone. The global challenges, uncertainty in economy, new technology and digitalization, dis-matched skills, the gig economy and generation gap, are speeding up due to Covid-19 spreading all across the world. Companies need creativity to transform their business toward the challenge and individuals require agility and resilience to fit the future needs. Adecco as a global HR services provider aims to support all our clients, candidates, and colleagues to reduce the gap and support transformation.

Young talent is the key for the future. More opportunities should be created for young talent. Adecco CEO for One Month programme and Experience WorkDay fit the same purpose as BCCT's YP programme to make young talent better in their careers. Continue to shine yourself and make the impact in your company and community. Wish you all the best in the future.

HEAR FROM OUR SUPPORTERS



Tom Fifield

Chair of Young Professionals Committee

Young Professionals are the future of our chamber, and I am very pleased our programme continues to gather talented early-career participants from a diverse range of industries.

I am particularly excited that in 2020 we were able, with the assistance of the WIB committee, to launch the YP mentorship programme.

Many mentees are at the point in their careers where such connection with high-level executives can have a major impact in their lives. I would like to thank all of the mentors for volunteering their time.

Our programme is designed by its members, "for young professionals, by young professionals". We welcome all new members, and the ideas they bring to accelerate career trajectories, improve professional knowledge, and operate in the international business environment.

I would also like to thank the hardworking committee members who made this programme possible.

RESULTS AND FINDINGS



Programme usefulness

"The overall feedback for the mentorship programme was very positive, it is uplifting to see this amazing result for our Young Professionals Mentorship Programme."

86%

Extremely helpful

Likelihood to recommend to others

Likelihood to re-join the programme

How were your sessions carried out?

89%

Very likely

95%

Very likely

94%

Face to face

55%

Messaging

34%

Office or workplace visit

33%

Phone and email

RESULTS AND FINDINGS



Words from mentors and mentees

"Regardless of our title or experience, mentoring allows us to learn from each other."

"Mentorship is not about giving you find the solution, it's helping you to find the solution."

"Continuous learning, I observed that my mentor is constantly looking for new ideas and developing new skills."

Did the programme help you with your "CAREER" development goals?

83%

Very helpful

Did the programme help you with your "PERSONAL" development goals?

94%

Very helpful

"In terms of career and personal development, our Young Professionals Mentorship Programme had outstanding results for both sectors."

RESULTS AND FINDINGS



What would be your top tip or recommendation to the next group of mentors and mentees?

- "1. Demand more interaction from the organiser, with more events, with a system of self-evaluation**
- 2. Organise a plan from the beginning, with clear objectives to be obtained at the end of the mentoring. Otherwise, it is easy that the programme becomes less useful and gets diluted.**
- 3. Organise meetings between several mentors and methodologists since circular feedback can be positive for everyone."**

"1. Finding the right mentor is important.

2. Make time and prepare some questions.

3. Try to have some brainstorming sessions."

"1. Ask questions and listen carefully.

2. Remember your role as a facilitator.

3. Take the 'cheerleader' role in the relationship."

SIGNIFICANT TAKEAWAY FROM THE PROGRAMME



Professional and personal inspiration.



Continuous learning and developing new skills.



Diversity and mutual contribution



The importance of negotiations and practices.

Hear from the BCCT CEO

“At the BCCT we believe in developing Future Leaders. Learning from our Women in Business Mentoring programme, we launched Young Professionals Mentoring in 2020. And it has been a great success. The feedback received has been incredibly positive and both Mentors and Mentees have shared how they have learned and grown within the programme. We are, simply, very proud of what we have achieved and look forward to continuing with our support of future leaders.”



Steven Parker, CEO, The British Chamber of Commerce in Taipei



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



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**PLEASE VISIT OUR WEBSITE TO LEARN
MORE ABOUT OUR YOUNG
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