

QUESTIONS & ANSWERS

Q: How do I know if a mentoring relationship is right for me?

A: You are interested in relationship-based learning that leverages open and honest dialogue to enhance your self-development. Your intent is to utilize an objective resource that provides developmental coaching and guidance.

Q: What are the benefits of being a mentor?

A: You will expand your own knowledge base and have the opportunity to contribute to the growth and development of women at Xerox.

Q: What are the expectations of the program's participants?

A: Mentors and mentees commit to a mentoring partnership using mutually agreed-upon guidelines.
Provide feedback (via surveys) to the Mentorship Program Team on your satisfaction with the program.

For more information on the Mentorship Program, contact:

- Mary Ellen Angelo
- Patricia Hill

For more information on The Women's Alliance membership, go to www.thewomensalliance.net

THE WOMEN'S ALLIANCE MENTORSHIP PROGRAM



A relationship-based developmental opportunity for Women's Alliance members

CREATE SUCCESSFUL MENTORING RELATIONSHIPS

- 71% of *Fortune 500* and private companies use mentoring.
- 30% of women executives and 24% of CEOs pointed to a lack of mentoring as one of the most significant obstacles for women.
- Employees who have mentors earn between \$5,610 and \$22,450 US more a year than employees who have not had mentors.
- 77% of U.S. companies surveyed said that mentoring improved both retention and performance of employees.

Source: Business Finance Magazine, 2000

The Women's Alliance has long been a catalyst to advance personal and professional development of women at Xerox. Continuing in that tradition, a robust Mentorship Program has been put in place.

This program was developed in response to feedback from The Women's Alliance members who felt that mentoring offers the number one opportunity to assist women at Xerox.

While definitions vary, a mentor is a person with greater experience and knowledge who willingly and openly shares, guides and encourages another person in their efforts toward self-development. Mentors include both The Women's Alliance members and senior executives in North America.

"Being a mentor in The Women's Alliance Mentorship Program has been a great experience," said Duane Schulz, Vice President, Xerox Brand and Marketing Operations. "The program creates a framework where setting common expectations for the sessions allowed both of us to have a rich and rewarding development experience."

The matching of mentors with mentees is based on personalized selection criteria and is facilitated by a web tool. Mentees and mentors create online profiles which assist in the matching process. Matches are initiated by the mentee and accepted by the mentor.

Superior mentoring relationships are partnerships with both mentor and mentee learning, developing and deriving satisfaction from working together. Mentees must be proactive in the mentoring process, setting goals and asking questions.

"My mentor challenges me to step outside of my comfort zone," states Erin George, Xerographic Process Engineer. "Through our conversations I have gained insight into many facets of Xerox and working for a corporation that otherwise might have taken years to discover."

A mentoring relationship can enhance your professional and personal development through confidential one-on-one relationships.

Go to www.thewomensalliance.net and enroll today.

Get with the program. EXPANDING POTENTIAL

1. Go to www.thewomensalliance.net to sign up.
2. Prepare for the mentoring relationship.
3. Enter your info into the web-based matching tool.
4. Get matched based on your profile.
5. Establish and maintain relationship.

