



Your Workforce  
Transformation Partner™

# STEP OUTSIDE YOUR BUBBLE WITH REVERSE MENTORING

Connect. Share. Engage. Collaborate. Grow.

Gain New Perspectives and New Insights  
to Shift Mindsets and Change Behaviour.

Reverse Mentoring is a powerful tool for supporting systemic change within organisations. Whether it's related to diversity, inclusion, technology, or employee engagement, learning from people outside your own bubble helps gain new insights, different perspectives, and increased knowledge to help drive business improvement.

## LEARNING NEW SKILLS FROM OTHERS

It's about learning new skills from others in your organisation to enhance the performance of all. Unlike traditional mentoring that supports development in a more traditional way of learning from the more senior mentors, Reverse Mentoring turns things around. It focuses more on diversity and technical skills - whether that's age, gender, culture, industry, or digital skills.

Reverse Mentoring programmes can reveal some amazing hidden gems for organisations. It can help individuals collectively increase their knowledge of the motivations, challenges, biases, aspirations, barriers, experiences, and behaviours of their people. It goes beyond training, and connects mentors and mentees on a much deeper level than a one off learning intervention.

Potentially, it can harvest a wealth of data to support an organisations operations and performance, whilst simultaneously building strong and valid connections and networks that bring an organisation closer together - making it more collaborative, giving it better visibility, understanding, and knowledge.

Sometimes called Mutual Mentoring or Upward Mentoring, it's about tapping into changes within the wider society and connecting across age, gender, cultures, and skillsets to increase knowledge and upskill different groups with new skills, perspectives, and approaches. Enabling an all-round better performing organisation.

## BENEFITS OF REVERSE MENTORING

Builds Strong Employee Networks

Enhances Collaboration and Employee Engagement

Supports Talent Retention

Creates a Positive Company Culture

Gain Better Visibility and Understanding of Workforce

Supports and Drives Business Strategy and Performance

## FOCUS ON TECHNICAL SKILLS, AND DIVERSITY AND INCLUSION

There are two main areas of Reverse Mentoring we focus on at GP Strategies: Technical Skills, and Diversity and Inclusion. Technical diversity is about specific technical skills such as IT and digital - where younger more technical savvy employees can work with older employees, or a specific IT developer can work with a CEO to share knowledge.

Diversity and Inclusion covers a range of areas including gender, age, geographical, cultural, disability, and race.

Like bartering, it's about exchanging skill sets and knowledge - with both mentors and mentees getting something positive from the relationship that enhances their own capability and knowledge base. A young IT developer can mentor a CEO. Equally, a junior female leader can mentor a senior male leader.

Reverse Mentoring can be a powerful tool in creating positive organisational culture. By demonstrating that you value talent, you will effectually retain that talent.

**Find out more about our Reverse Mentoring programmes now!**  
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