

THE BRITISH CHAMBER OF COMMERCE
IN TAIPEI

WOMEN IN BUSINESS

MENTORSHIP
PROGRAMME



British Chamber
of Commerce in Taipei



WOMEN
IN
BUSINESS.

2019-2020 RESULTS AND FINDINGS

Programme Sponsor /

AberdeenStandard
Investments
安本標準投資管理

ROBERT WALTERS

華 德 士

Flexible Jobs

得人資源整合公司

The difficulties
female executives
face in achieving a
work-life balance

- Individual perspectives
Seek and Find Social Enterprise, Taiwan

得人

PROGRAMME AT A GLANCE

This is part of the BCCT Women in Business (WiB) Programme that aims to connect, educate, promote and celebrate professional women in Taipei.

Over a six-month period, 66 women built a dedicated support network for professional and personal development. The process was assisted and supported by the BCCT Women in Business Committee.

The results were better than we could have ever imagined and we received a lot of positive feedback both from our participants and our members. The BCCT plans to grow the programme in 2021.



BCCT WiB Mentorship Programme - Speed Dating Workshop



HIGHLIGHTS FROM PARTICIPANTS

"Very diversified topics were covered, from culture to marketing, sustainability, branding, etc.!"

"Impressive on BCCT's insistence and making every effort to complete WIB Mentonship Program, especially we run the program during COVID-19 period."

"It was quite fascinating to share different aspects and experiences from different ankles with mentors. And very much enjoy to take their advices apply on my work challenge and personal growth."

"It was such a pleasure to have someone that wanted to help me on my team. I knew I had the permission to ask any questions or run ideas by my mentor without feeling like a burden."



HIGHLIGHTS FROM PARTICIPANTS

"Good leaders ask great questions that inspire others to dream more, think more, learn more, do more, and become more.."

"Being connected with an intelligent woman from different background, experience and so forth enables me to have different perspectives and ways of thinking."

"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 participated in this program as a first time mom to be from months 3-9 and learned a lot about how Taiwan approaches prenatal care and parental leave versus my home country and other Western nations."

"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



Michelle Maa

General Manager,
Aberdeen Standard
Investments

"First of all, congratulations to all for the success 'graduation' of this mentorship program. Although we are very excited for being able to continue sponsoring the 2nd year program, we are also very cautious about the disruption and challenge COVID-19 brought to keep this programme ongoing, interactive, and interesting.

We see how strong female leaders across the world have led the countries through the challenges of pandemic.

In our industry, asset management in Taiwan, there are 14 SITEs whose chairman, CEO, or GM are female, amongst 39 SITEs. Of the 14 SITEs, 10 are international asset managers amongst 19, while 4 are local amongst 20. I believe there are many outstanding female in our industry and many other industries will be shining in the near future!"



John Winter

General Manager,
Robert Walters
Taiwan

"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.

As 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 research 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."

HEAR FROM OUR SUPPORTERS



**Revital
Shpangental**

Chair of Women in
Business Committee

"I'm proud of the BCCT and its members in leading the women in business agenda in Taiwan, for Taiwan. Despite being 50% of the workforce, we still earn 80% of what men do, and we continue to be underrepresented in senior leadership roles and in corporate boards.

While Taiwan ranks the highest in Asia for gender equality, and 9th in the world, there is still gender pay gap, discrimination in job interviews, and low participation of women in the tech sector, the highest paying sector in Taiwan.

It's up to us to identify the path to close the gaps, inspire others and become role models ourselves.

Our women in business mentorship initiative is to empower you to become ambassadors of change in your communities, corporations and social circles. Thank you for taking part in this wonderful program that I'm honored to chair."



RESULTS AND FINDINGS

Programme usefulness

"The overall feedback for the mentorship programme was very positive and compared to last year, it increased by **20%**"

90%

Extremely Helpful

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

90%

Very Helpful

"In terms of professional development, the survey result shows that 90% of the participants believed the programme was very helpful with **50%** saying it was extremely helpful."



RESULTS AND FINDINGS

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

97%

Very Helpful

"In terms of personal development, the survey result shows there's a improvement of **30%** compared to last year. (60.9% last year) "

Likelihood To Recommend to Others

89%

very Likely

"Compared to last year, the number of recommendation remains above 80%."



RESULTS AND FINDINGS

Likelihood In Re-joining the programme

96%

Extremely Likely

"Compared to last year, the number of recommendation remains above 90% ."

How were your sessions carried out?

96%

Face to Face

50%

Messaging

14%

Office or Workplace Visit

4%

Over lunch and coffees

"There's a increasing number of Messaging due to the COVID-19 pandemic."



RESULTS AND FINDINGS

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

"Open your mind and enjoy this gift."

"Set a goal/subject to focus on and review periodically, be truly open-minded, be brave enough to try new things and be yourself"

"Be honest with your mentor. Think and be prepared before you are going to have a conversation with mentor."

"1. It is better that mentee to be proactive and initiating the meeting with mentor.

2. Mentee can be creative and share personal and professional stories with mentor.

3. The mental and emotional connections are very critical."

"Understand your goal from the program

1. To the mentors - do your due diligence on your mentee.

2. To the mentees - identify what's holding you back and address it with your mentor.

3. Ask anything and address any obstacle that you think may slow you down from reaching your next career goal.

SIGNIFICANT TAKEAWAY FROM THE PROGRAMME



**Professional and
personal inspiration.**



**Cross industry and
global perspectives.**



**Leadership development
and motivation.**



**New connection and
mutual learning
opportunities.**

FINAL THOUGHTS FROM THE BCCT

"The position of women in the workplace in Taiwan is one of hidden inequality. The numbers for inclusion in work are positive but what lies beneath is a hidden culture of exclusion and pressure. Our programme allows talented women to develop strategies and relationships that will benefit them for years to come in their careers."

Steven Parker
CEO, The British Chamber of Commerce in Taipei



OTHERS

Regional Webinar for Women in Business Mentorship Programme



Let's Talk about Mentorship



"Thank you for sharing many great points, a lot to think about."
"Really enjoyed this session, and much food for thought."

FEED BACKS FROM ATTENDEES



British Chamber of Commerce in Taipei

Speakers



Revital Shpangental
Founder of Anemone Ventures Ltd.



Kirsten O'Connor
Founder and Director of QUEST Tokyo



Agatha Lee
General Manager China at Cathay Pacific Airways Limited



Rosie Hawes
Partner at Control Risks, China (Shanghai)



Helen McGuire
Co-Founder and MD of Hopscotch.work

Programme Partners/



Co-Hosts/



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Let's Talk about Mentorship



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

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