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2020

2021



# MENTORSHIP PROGRAMME REPORT



## Results & Findings

The British Chamber Of Commerce in Taipei

Programme Supporters:



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This is part of the BCCT Women in Business (WiB) Programme that aims to connect, educate, promote and celebrate professional women in Taipei. We strive to engage our members and the greater community in activities that will facilitate opportunities for women, highlight issues important to the community, and actively improve the position for women in the workplace.

We launched our 3rd Women in Business Mentorship Programme together with our programme supporters **Standard Chartered Bank (Taiwan)** **Edrington Taiwan** and **Robert Walters**.

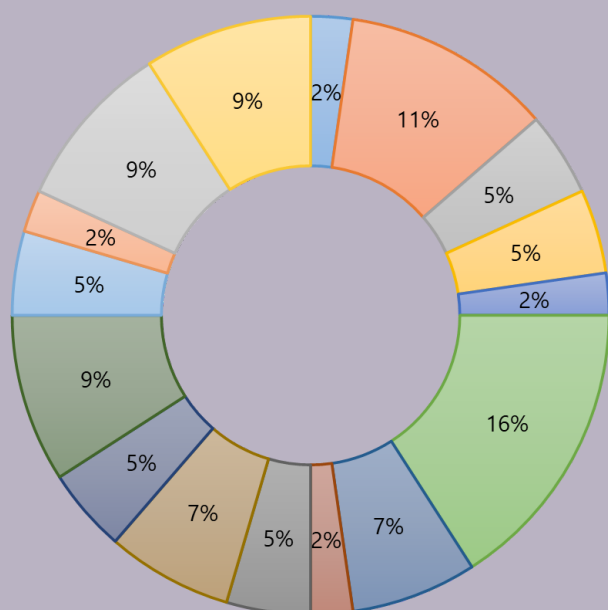
Over a six-month period, **90** women built a dedicated support network for professional and personal development. The scale of the programme has grown from 28 women to now 90. The process was assisted and supported by the BCCT Women in Business Committee.

The results were very positive and we received a lot of positive feedback both from our participants and our members. The BCCT plans to continue growing the programme in 2022.

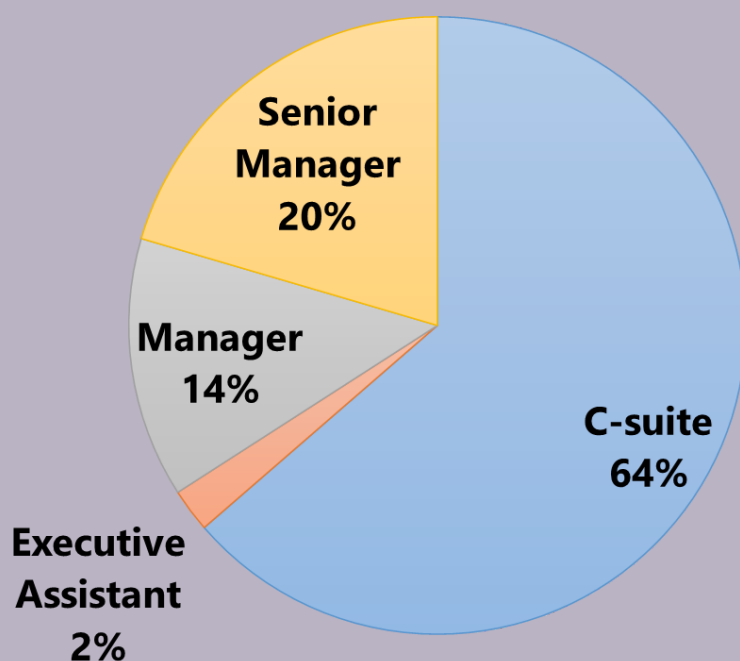
# PROGRAMME AT A GLANCE



## OUR MENTORS



## INDUSTRY

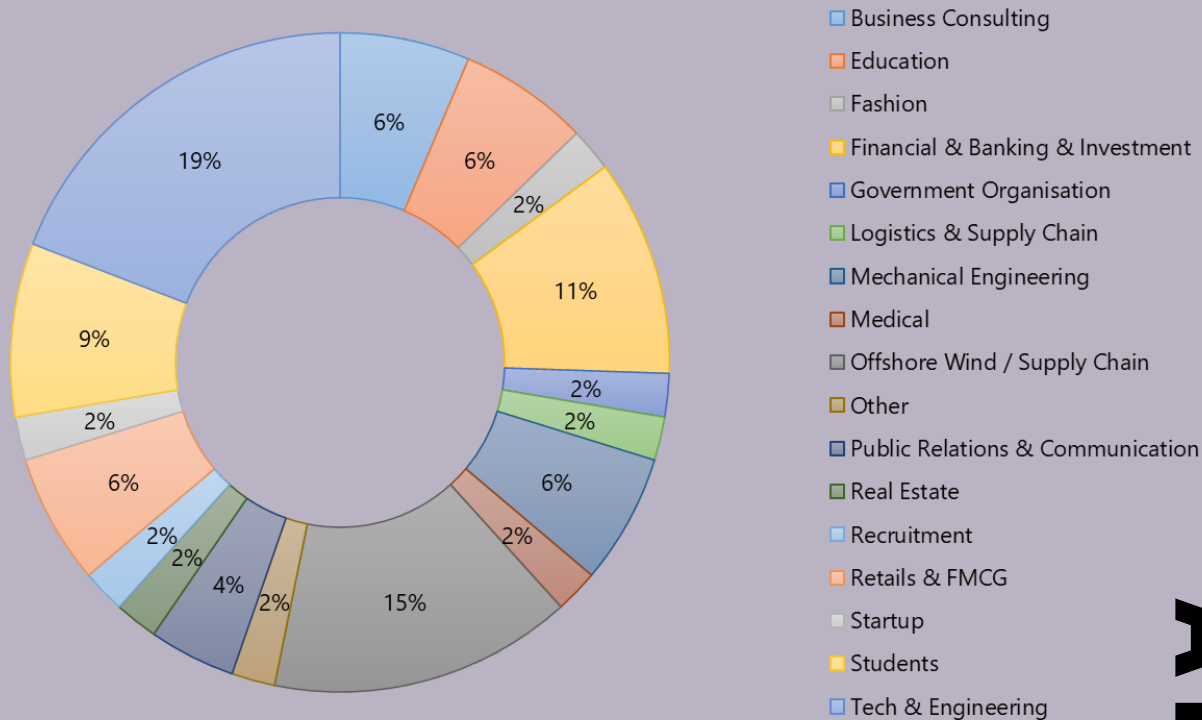


## POSITIONS

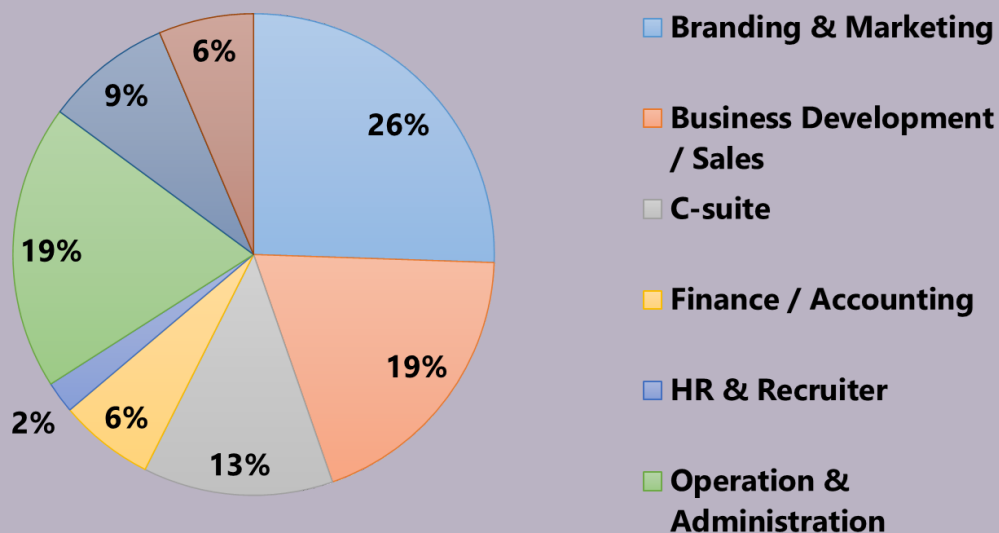
# PROGRAMME AT A GLANCE



# OUR MENTEES



## INDUSTRY



## POSITIONS

# PROGRAMME AT A GLANCE

# HEAR FROM OUR SUPPORTERS



## Vickie Chen

Head of HR

Standard Chartered (Taiwan)



"First of all, I would like to congratulate all persons from BCCT Women in Business Mentorship Programme are graduating! Over a six-month journey, I believed all mentors and mentees formed a dedicated support network to share experiences and best practices each other. This programme empowers women and supports women leadership in workplace which is in line with Standard Chartered corporate culture.

We actively encourages women to join the workforce and is proud of itself on having more female executives. In 2020, female senior executives accounted for 64% of the bank's executive positions, and the overall female executives accounted for 60%, which is much higher than the 15% average of financial institutions in Taiwan.

Women in Business Mentorship Programme by BCCT is a good platform to inspire and encourage participants to contribute and share best practices and help them to develop in the workplace. We see gender equality is a critical factor that will further our success, so please join us to empower women in the workplace together!"

# HEAR FROM OUR SUPPORTERS



**David Pattison**  
Managing Director  
Edrington Taiwan



"The Women in Business programme offered by BCCT is a fantastic initiative for supporting not only future women business leaders, but all levels of women in business in Taiwan today. Gender diversity, and diversity in general, are critical for businesses to innovate, grow and successfully develop in today's competitive world. Edrington, with our recent appointment of a Global Diversity & inclusion Officer, is fully committed to supporting this with internal policies that create a flourishing environment to ensure women in our business can successfully grow and develop. We are proud to support the BCCT programme and look forward to seeing today's participants grow to become tomorrow's leaders."

# HEAR FROM OUR SUPPORTERS



## John Winter

Country Manager,  
Robert Walters Taiwan



"It gives me great pleasure to support the BCCT Women in Business Programme again and to congratulate the participants in graduating from this programme despite the challenges brought about by the pandemic.

Women in the workplace are underrepresented globally, and gender diversity is a problem that Robert Walters has strived to create solutions for over the years. Since the onset of the COVID-19 pandemic, global leaders have sprung to action to minimise economic consequences.

As we enter the new norm of work, instead of returning to a strict colocation policy in the post-COVID work, it is recommended that employers should expand their flexible work policies to support working women. In this regard, I believe the BCCT has created a network of successful women to bring positive impact to the community in Taiwan."

# HEAR FROM OUR SUPPORTERS



## **Revital Shpangental**

Chair of Women in Business Committee

### **Chief Executive Officer**

Anemone Ventures Ltd.

"The BCCT Women in Business mentorship flagship program is completing its 3rd successful program. With a growing number of participants, we realise how important this programme is to our business community.

What makes the BCCT Mentorship programme so unique? It's the Mentees, who have the courage to ask for guidance and are eager to develop themselves. And the Mentors, who are willing to share their personal experience and precious time beyond their already overwhelming existing obligations.

Thank you to the BCCT, the programme sponsors and the members, for the continuous commitment and support in empowering Women in Business initiatives in Taiwan. Thank you to all of the mentees and mentors for taking part in this powerful programme. We welcome you to join our next BCCT mentorship programme."



# HIGHLIGHTS FROM PARTICIPANTS

**"It is a great experience joining the Women in Business Mentorship Programme, and I'd recommend my colleagues to join it next year."**

"I'm grateful to be a part of the Women in Business mentorship program, which provides young women at the beginning of their careers with the opportunity to meet female mentors who are not only inspiring but also relatable."

"It is a great experience joining the Women in Business Mentorship Programme, and I'd recommend my colleagues to join it next year."

"It is a good journey that opens up a lot of potentials. The support is also invaluable."



# HIGHLIGHTS FROM PARTICIPANTS

**"Each session with my mentor helped me a lot to put things into perspective and provided me with suggestions for becoming a better leader for my team. It was a priceless experience that I would not want to miss out on."**



**"Wonderful opportunity to broaden your view and step out your comfort zone."**



**"It feels so warm when my mentor encourages me and so supported when she point out my weak spot and help me overcome it."**

**"This was my first mentorship experience and it proved to be an invaluable experience. I was paired with the perfect mentor and we got along well instantly."**



**"It was a very rewarding experience and I made a friend of lifetime along the way, too."**

# RESULTS AND FINDINGS

**How were your sessions carried out?**

**20%**

Email

**73%**

Messaging

**76%**

Face to face

**54%**

Phone & Virtual Call

**Programme usefulness**

**94%**

**Extremely Helpful**

The overall feedback to the mentorship programme was extremely helpful, which increased by **4%** over the previous year.

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

**91%**

**Very Helpful**

In terms of professional development, 91% of the participants believed the programme was very helpful, with **85%** saying it was extremely helpful.

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

**92%**

**Very Helpful**

In terms of personal development, the survey result shows that **92%** of the participants believed the programme was very helpful with **70%** saying it was extremely helpful.

# RESULTS AND FINDINGS

Likelihood To Recommend to Others	Likelihood In Re-joining the programme
<b>97%</b> Extremely Likely	<b>99%</b> Very Likely
Compared to last year, the number of recommendation remains above <b>90%</b> .	In terms of professional development, the survey result shows that 99% of the participants would like to rejoin the programme.

## Top tip or recommendation to the next group of mentors & mentees?

- Be proactive and creative.
- Be open and flexible; be curious about the other person; be willing to learn.
- Be willing to open up and share, mentorship is a two-way street.
- Build activities into your meeting plans to mix up the format.
- Listen first provide later, ask questions, be a supporter.

# SIGNIFICANT TAKEAWAY FROM THE PROGRAMME

1. Dare to share.
2. Do our best to stay humble and grateful for any changes to our lives. Live, love and learn the moment.
3. Don't be afraid to take the initiative and ask questions.
4. Be open minded when facing the challenges.
5. Gain career development guidance and widen social circles.



**Professional and  
personal inspiration.**

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**Cross industry and  
global perspectives.**

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**Leadership development  
and motivation.**

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**New connection and  
mutual learning  
opportunities.**

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**We thank you for your continued support in our efforts to contribute to the Better Business Hub - Women in Business and SDGs.**



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