



MENTORSHIP PROGRAMME 2021 Results & Findings

Programme Supported by:



THE ADECCO GROUP



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PROGRAMME AT A GLANCE

This is the second year we have run our YP Mentorship Programme, with great support from Adecco and PCA Life Taiwan. The aim of the programme is to allow talented young executives to tap into the wealth of knowledge and experience of BCCTaipei's senior members. Following the success of last year's programme, this year's was considerably larger and was run with significant support and assistance from BCCTaipei's Young Professionals Committee.

Over a six-month period, more than 60 outstanding mentors and mentees worked together in carefully matched pairs, sharing thoughts, experiences, and ideas on everything from work to politics to family to personal goals, leisure pursuits and even philosophy!

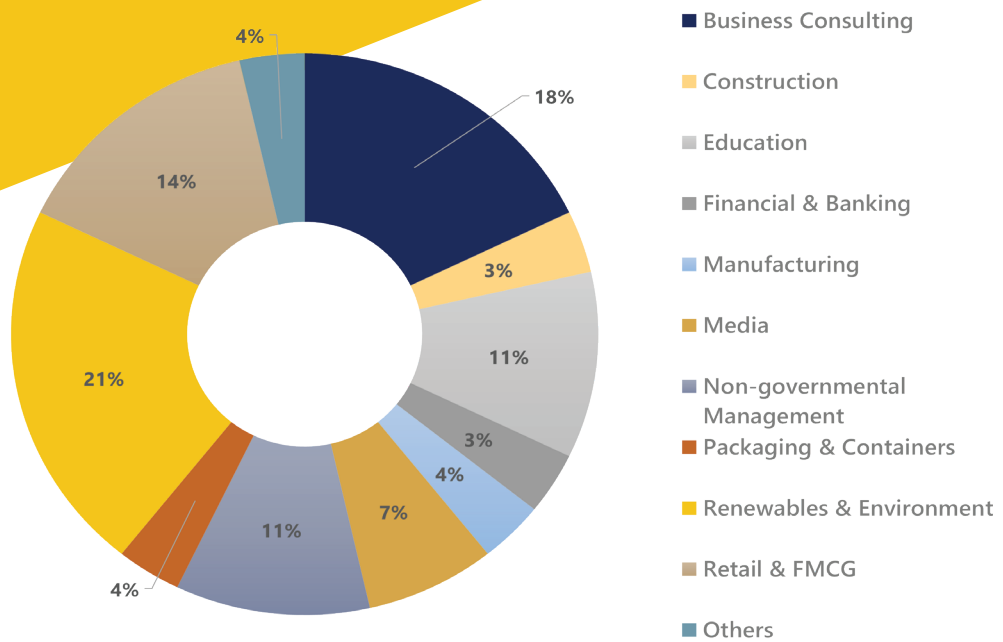
Feedback on the programme was extremely positive, with high levels of satisfaction expressed by participants in our follow-up survey.

BCCTaipei looks forward to running the programme again in 2022 and hopefully to expanding the scope once again.

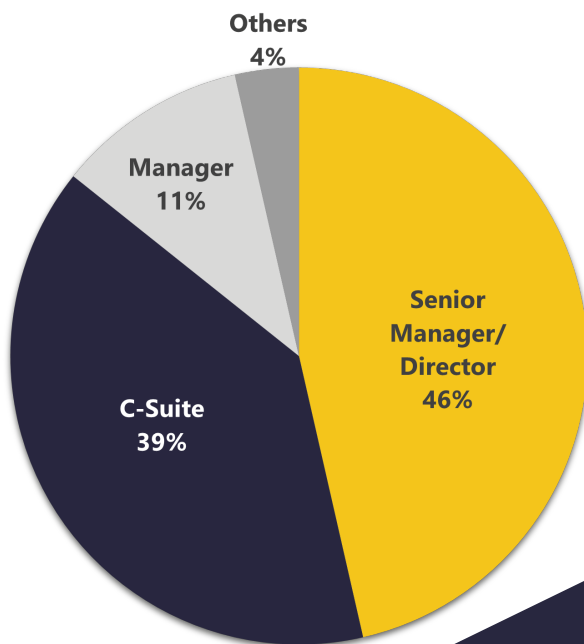


MENTORS AT A GLANCE

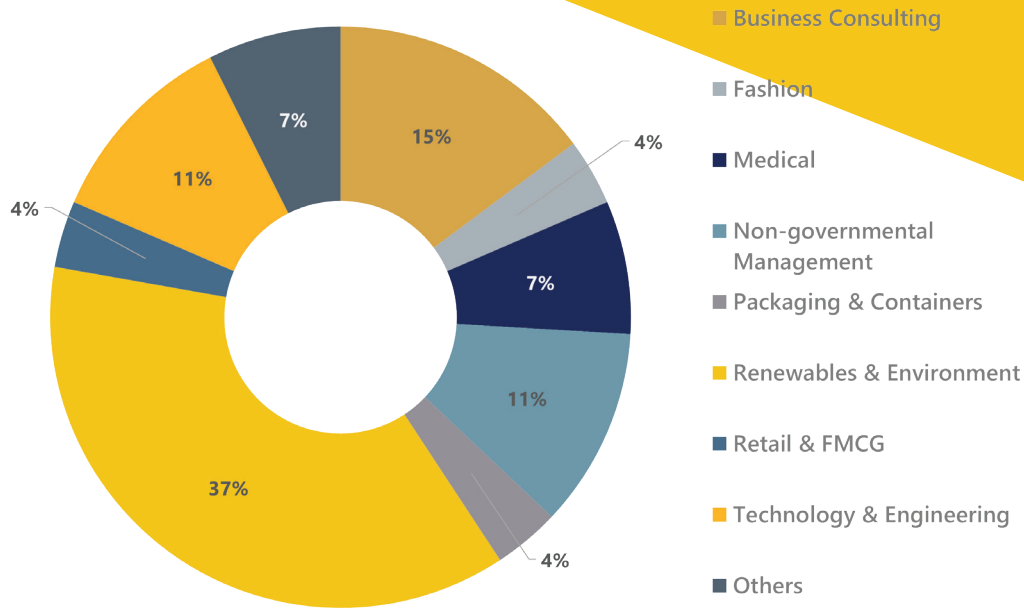
Industry



Position

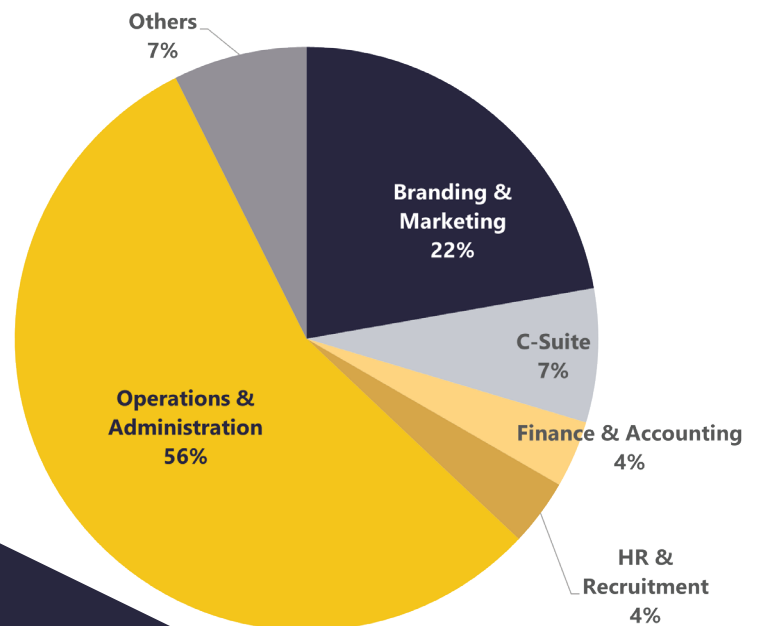


MENTEES AT A GLANCE



Industry

Function



HEAR FROM OUR SUPPORTERS

Congratulations on your graduation. I appreciate the support from BCCTaipei, all business leaders and mentors to enrich your views and experiences.

You must also thank yourself for taking the step and opening yourself up for learning. A great learning programme for everyone. The global challenges, uncertainty in economy, new technology and digitalisation, mismatched 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 to face these challenges and individuals require agility and resilience to fit 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's "CEO for One Month Programme" and "Experience Work Day" fit the same purpose as BCCTaipei's YP Programme - to make young talent better in their careers.

Continue to shine yourself and make an impact in your company and community. Wishing you all the best in the future.

Cindy Chen

Regional Head Adecco Group
Taiwan & South Korea



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HEAR FROM OUR SUPPORTERS

First of all, I would like to express my heartfelt appreciation to BCCTaipei, holding this meaningful Mentorship Programme, providing the opportunity for young talents to learn and to exchange thoughts across different fields. It's been an honour for us to sponsor this meaningful programme for 2 consecutive years.

At PCA Life Taiwan, we are committed to creating a diverse and inclusive workplace that fosters innovation, where our talents can experiment, learn, grow and be valued. Our colleagues are empowered and encouraged to step up and lead despite their age or seniority.

It's not hard to see young talents leading critical teams in PCA Life Taiwan that consist of members from different functions and levels, because we believe that diversity inspires creativity and drives positive growth in our organisation.

Recently, we have also launched the "Innovation for Wellbeing" programme for university students and fresh graduates, to harness their creativity and develop innovative solutions to make health and wellness more accessible for the people in Taiwan.

In the report, I can see that nearly 90% of mentees are eager to rejoin the next Young Professional Mentorship Programme. This is a powerful testimonial showing how wonderful the mentoring journey is and how much you enjoyed and learned in the past 6 months.

Congratulations to all for your achievements! And once again, thanks to BCCTaipei for taking the lead to help our next generation. PCA Life Taiwan will continue to support young talent development and is committed to creating a diverse and dynamic working environment where they can grow and

thrive. We believe that by doing so, we can make a positive impact on our community and help everyone get the most out of life.

Last but not least, Confucius said: "If a jade is not cut and polished, it cannot be made into anything; if a man is not learned, his life will become meaningless." 子曰：「玉不琢，不成器，人不學，不知義」

I wish for all of you to become a beautiful jade with great wisdom by continuous learning. Thank you!



Laura Wang

CEO of PCA Life Taiwan



HEAR FROM OUR SUPPORTERS



Claire Chang

Chair of Young Professionals Committee

Young talents are the treasure of our society. It is an honour that we have BCCTaipei members to support our Young Professional community, especially in 2021.

To support more young talents in our community to build and grow their career paths, we launched the YP Mentorship Programme with the assistance of the WiB Committee in 2020. We were pleased to see this programme being so popular among young professionals. In 2021, we have continued this programme to support more young talents.

In the programme, we had members participating from diverse fields. Because of them, we have received a lot of good feedback from both mentors and mentees. Also, it has brought our members closer and bridged the gap between young talents and experienced executives.

Special thanks to the BCCTaipei staff and committee members who we worked so hard with to make this programme happen again.

HEAR FROM OUR CEO



British Chamber
of Commerce in Taipei

Richard Stokes-Green

CEO of British Chamber of Commerce in Taipei

As more and more UK and multinational corporations enter the Taiwanese market, accessing the local talent pool becomes ever more important: our Young Professional Mentorship Programme provides a proven pathway for young local talent to engage with industry leaders in a meaningful way, enabling both mentor and mentee to develop mutual understanding and helpful insights into each other's requirements.

We're delighted that this programme, which evolved from our equally successful Women in Business Mentorship initiative, has completed its second cycle.

We congratulate this year's graduates and look forward to facilitating further interaction between the next crop of talented young professionals and our network of highly experienced business decision-makers.

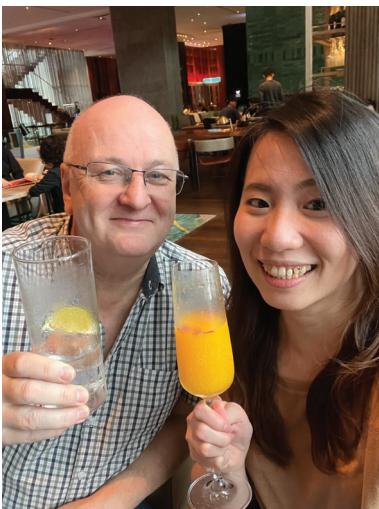
HIGHLIGHTS FROM PARTICIPANTS



It was a pleasure to help my mentee embark on the search for a new phase of their career.



Because of this mentorship programme, I start to learn a new thing that I don't expect to learn before.



Deep conversations with the right people are priceless.

True mentorship is not a one way street. I was excited that both of us showed up to give and learn at the same time.

HIGHLIGHTS FROM PARTICIPANTS



"If you want to master something, teach it."
I learn more by teaching more.

The program reenforced the fact
that being a mentor is an incredibly
rewarding experience.

A great opportunity to
exchange thoughts and
ideas with someone from
a different generation.

It's wonderful to have someone who can share
their advice, offer guidance, and support.
Whether this is in my career or life, having a
mentor has definitely benefited my continued
growth and development. For example, with
the guidance of my mentor, I have found the
courage to change my career, recently landing
a new job.

RESULTS & FINDINGS



Types of interaction

80%

face-to-face

20%

online



Frequency of interaction

50%

monthly

35%

weekly/every 2 weeks



Over

80%

of mentors

Nearly

90%

of mentees

are very likely to join again



Over

90%

of mentees

Over

95%

of mentors

are very likely to recommend the programme to others

RESULTS & FINDINGS

- Most of our participants found this programme very helpful to career/professional development.
- Almost all of the mentees stated that this programme can help them achieve their goals.
- Both mentors and mentees found this programme motivating

The most enjoyable aspect of the mentorship programme:

- Shared and learnt professional insights and life experience
- Building friendships
- Motivating/being motivated

The greatest challenges during the programme:

- The epidemic in Taiwan was cited as the major challenge by 40% of respondents.
- A small percentage of respondents stated that the most complex challenge was juggling a hectic schedule and limited time.

Over 85% of participants would like to rejoin the programme, and nearly 100% of participants would recommend it to others.

Top tip or recommendation to the next group

- Be proactive
- Be prepared
- Be open-minded
- Be responsible
- Keep in touch with your mentor/mentee
- Be open to share challenges
- Be curious - ask questions

SIGNIFICANT TAKEAWAYS



Sharing with someone can actually develop your own knowledge

Absorb new industry knowledge and broaden your horizons



Negotiation skills, selling yourself, and practicing positive empathy

Never underestimate your ability



Keep learning and planning

We thank you for your continued support for our efforts to contribute to the
Better Business Hub - Young Professionals and Sustainable Development Goals



THE ADECCO GROUP



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**YOUNG
PROFESSIONALS.**



British Chamber
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