



British Chamber
of Commerce in Taipei



BCCT
**WOMEN
IN
BUSINESS.**

MENTORSHIP PROGRAMME

Results & Findings

2021-2022

Programme brought to you by:

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台灣愛丁頓寰盛洋酒股份有限公司



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PROGRAMME AT A GLANCE

This is the fourth year we have run our WiB Mentorship Programme, with great support from Edrington, Standard Chartered Taiwan and Robert Walters. The aim of the programme is to allow talented women 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 Women in Business Committee.

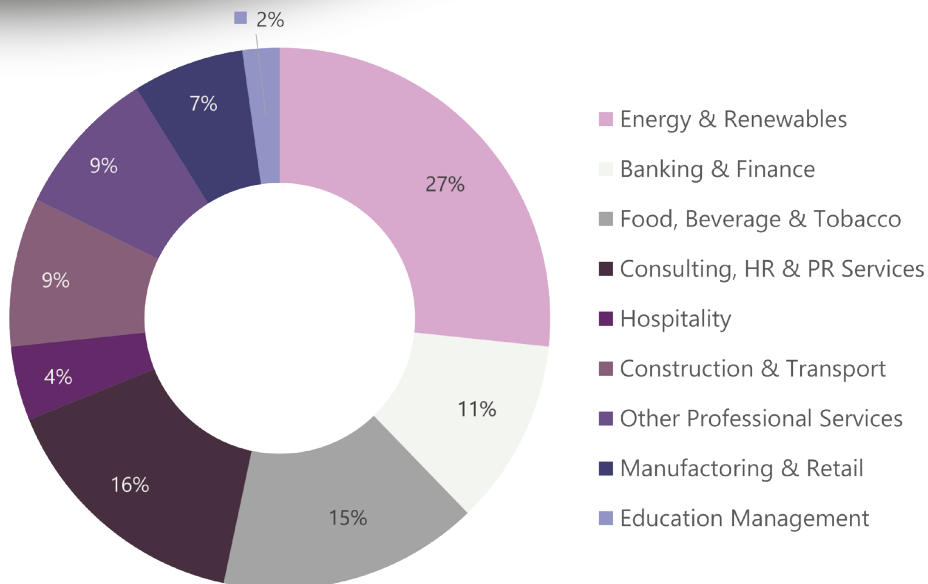
Over a six-month period, more than 90 outstanding mentors and mentees worked together in carefully matched pairs, sharing thoughts, experiences, and ideas on everything from work to politics to family to personal goals, leisure pursuits and even philosophy!

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 2023 and hopefully to expanding the scope once again.

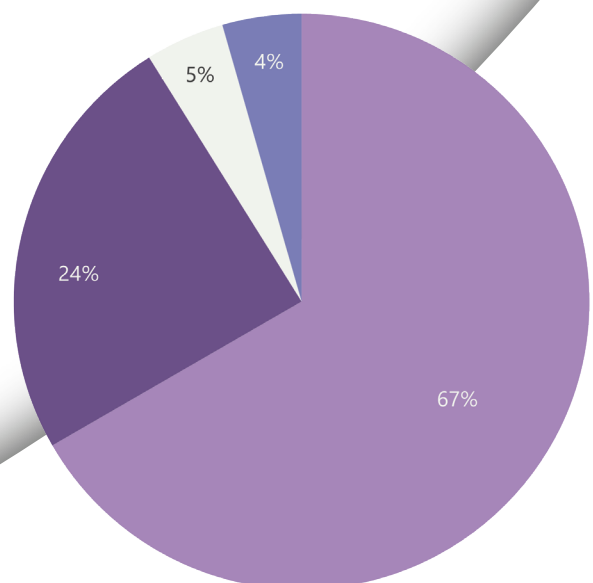
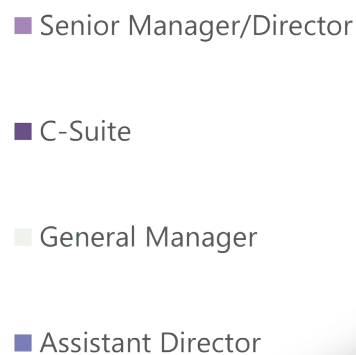


MENTORS AT A GLANCE



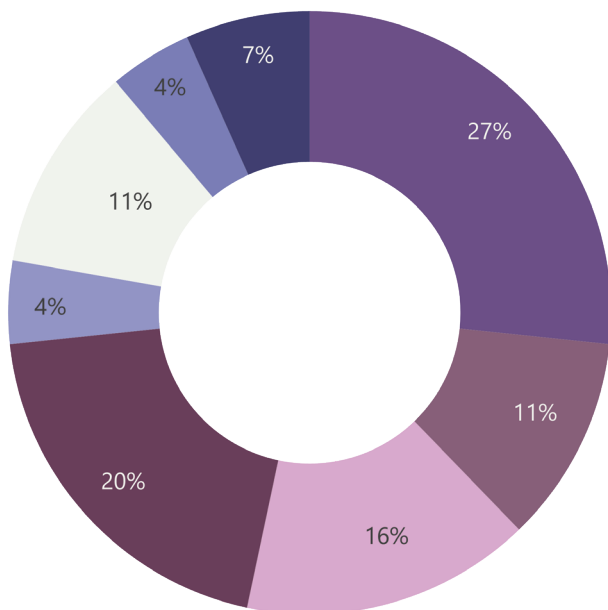
Industry

Position



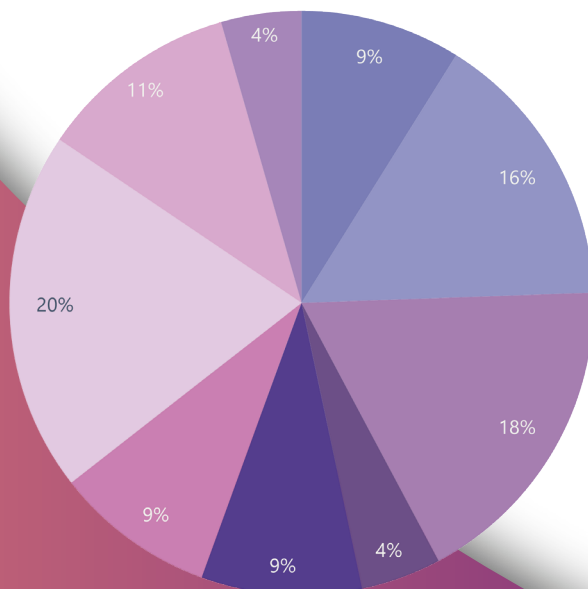
MENTEES AT A GLANCE

Industry



- Energy & Renewables
- Banking & Finance
- Food, Beverage & Tobacco
- Professional Services
- Hospitality
- Construction & Transport
- Manufacturing & Retail
- Others

Function



- Food, Beverage & Hospitality
- Banking & Finance
- Energy & Renewables
- Packaging & Courier
- Manufacturing & Retail
- NGO & Education
- Professional Services
- Technology & Electronics
- Pharmaceutical & Healthcare

HEAR FROM OUR SUPPORTERS

Be courageous! Be self-confident! Be a Genius! These are strong beliefs of women in the business community. No matter what the level in the business hierarchy, the woman's journey is one of eagerness and self-awareness toward success. Nowadays, women play more roles than ever. Nevertheless, women bear more responsibility than before. How do we support women when nurturing a new life is as important as supporting them in achieving success in business? The power of support comes, not only from the family, but also from the business community.

One of Edrington's strategies is to engage great people, and we would like to employ 33% female leaders by 2022 and ensure a minimum of 50% female candidates at first-round interviews. At Edrington Taiwan, 50% of our workforce are women, helping us toward our diversity and gender equality goals, and, critically, in engaging great people.

Lastly, thanks to BCCTaipei for recognising the importance of women, for providing the mentorship programme to lean on, and for creating supportive and empowering Women in Business initiatives.



EDRINGTON

TAIWAN

台灣愛丁頓寰盛洋酒股份有限公司

David Pattison

Managing Director

HEAR FROM OUR SUPPORTERS

Congratulations to all the mentors and mentees on the successful completion of the programme. Personally, it has been a pleasure to have participated as a mentor- it was a great and fulfilling experience. I enjoyed working with my mentee and learnt a lot from her.

Supporting women and advancing women in leadership is something we are passionate about at Standard Chartered. Everybody wins when women are included and given equal opportunities at work. We believe that our diversity helps us innovate and makes us a better bank for our clients and colleagues.

It is encouraging to see that growing women and helping them progress is such an important focus for so many, as only together, can we really make progress. Thank you to BCCT for organising this meaningful programme to empower women in the workplace and support future women business leaders.



Jennifer Kang

Head, Corporate Affairs,
Brand and Marketing





ROBERT WALTERS

John Winter

Country Manager,
Robert Walters Taiwan

"Robert Walters is proud to support and partner with the BCCTaipei Women In Business Mentorship Programme for another year. The programme has been striving to empower future female leaders by connecting them with experienced professional women.

At Robert Walters, we have been committed to powering people and organisations to fulfil their unique potential, and encouraging diversity and inclusion in the workplace and society is a huge priority for us.

Women have demonstrated strong resilience and shined through as outstanding leaders throughout the COVID-19 pandemic across the globe. We believe that mentorship programmes such as this not only achieve our purpose and nurture future female talent, but also grow the community of successful women in Taiwan. We look forward to seeing the achievements of these tomorrow's leaders."

HEAR FROM OUR SUPPORTERS

HEAR FROM OUR CEO



British Chamber
of Commerce in Taipei

Richard Stokes-Green

CEO of British Chamber of Commerce in Taipei



This is part of BCCTaipei's Women in Business (WiB) Programme, which aims to connect, educate, promote and celebrate professional women in Taiwan.

We strive to engage our members and the greater community in activities that facilitate opportunities for women, highlight issues important to the community, and actively improve the position of women in the workplace.

We launched our 4th Women in Business Mentorship Programme together with our programme sponsors Standard Chartered Bank (Taiwan), Edrington Taiwan and Robert Walters, who have remained steadfast supporters of this initiative over the past few years.

Over the past six-months, 90 women built a dedicated support network for professional and personal development. The programme has become enormously popular, with applications flooding in each year. The programme is assisted and supported by BCCTaipei's Women in Business Committee, which convenes on a regular basis to review its annual calendar of activity and to explore new ways to pro-

mote awareness about topics such as climate action, gender equality, diversity and inclusion and social responsibility.

Feedback from the programme has always been extremely positive, and this year is no exception: it's clear that participants – both mentors and mentees – derive a great deal of enjoyment along with professional and personal development that so many seek when joining the initiative.

We invite this year's participants to spread the word about the benefits of taking part in mentoring programmes, not only for the great value gained from a personal perspective, but also for the greater good that permeates to the wider business community through cross-sectoral engagement.

With your support, BCCTaipei looks forward to continuing to strengthen the programme in 2023.

HIGHLIGHTS FROM PARTICIPANTS



This programme has been an excellent professional learning experience; a chance to guide and be taught, to challenge and be challenged, to give and to receive.



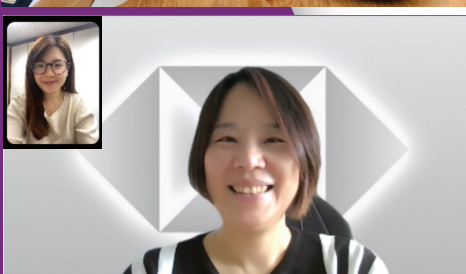
The mentorship programme led me to think outside of the box, and reminds me to take ownership, and create my own opportunities.



Because of this mentorship programme, I learnt new things that I didn't expect to learn before.



Big thanks to my mentor! She helps me to learn more about myself and gain new perspectives to my career path.



To help each other, we make life better!

HIGHLIGHTS FROM PARTICIPANTS



An excellent opportunity for women of different background and career development to empower each other in doing better and achieving more.



It was fantastic to be part of this programme. I learnt so much from my mentee and remain inspired by her.



This is definitely a two-way reciprocal plan, allowing both parties to share each other's experiences and seek strengths and counter-measures to move forward in the process!

Thank you for being a special part of my life and let's keep moving forward.



RESULTS & FINDINGS



Types of interaction

70% **12%** **18%**

face-to-face

online

both



Frequency of interaction

83%

monthly

17%

weekly/every 2 weeks



Over

90%

of mentors and mentees
are very likely to join again



Nearly

100%

of mentees

Over

90%

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:

- Safe environment to share themselves
- 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.

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
- Clear goal
- Be humble



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



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

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ROBERT WALTERS

Contact Us

BRITISH CHAMBER OF COMMERCE IN TAIPEI

26F, President International Tower,
9-11 Song Gao Road, Taipei 110206,
Taiwan

Tel: + 886 (2) 2720 1919

Fax: + 886 (2) 2720 9200

Email: info@bcctaipei.com



www.bcctaipei.com



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of Commerce in Taipei



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