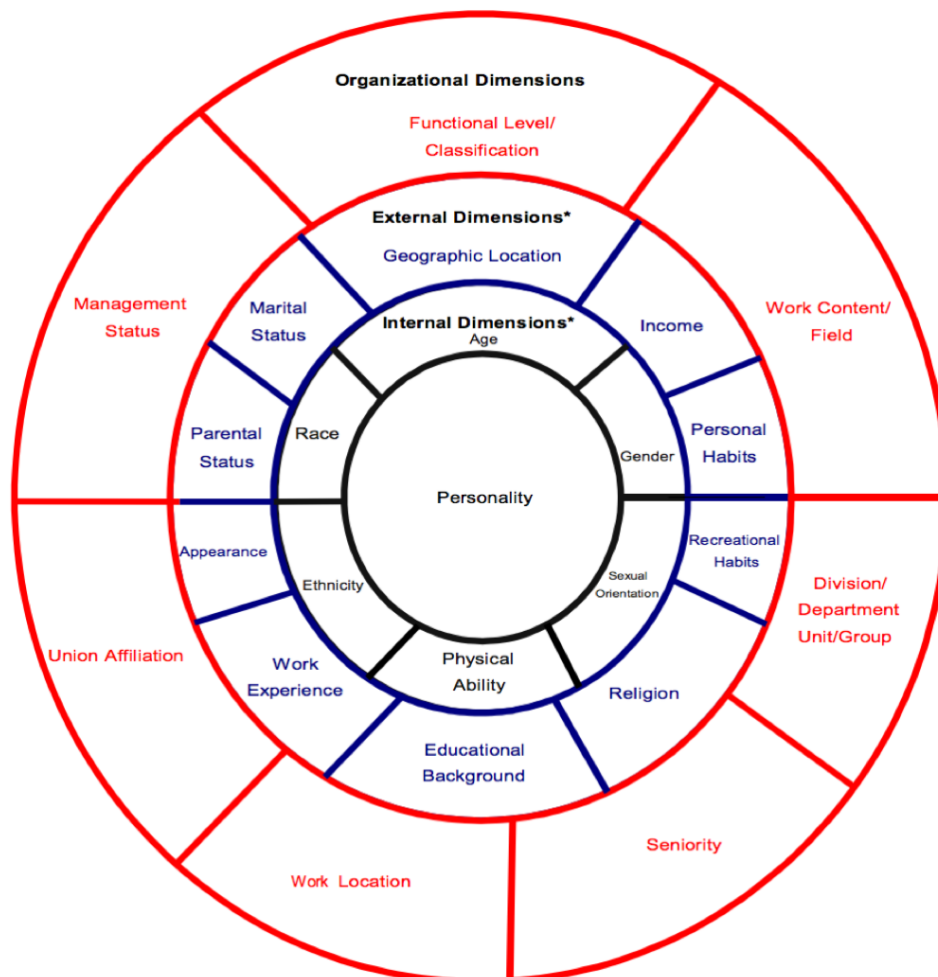


Menttium Business Education Webinar: Unleash Your Authentic Self

Diversity and Inclusion have become top priorities in organizations around the world. We have all seen and heard the research that diverse teams create a competitive advantage and drive both innovation and business growth. The way to truly unlock the potential of diversity is to intentionally create a culture of inclusion where individuals can unleash their authentic selves and then lead authentically. **Mentoring** can be a key enabler to unlocking potential and inspiring authenticity.

In order to get the most out of your mentoring partnership, we want both mentees and mentors to be able to be their whole, authentic selves. At Menttium, we know that the most impactful mentoring can often happen at the “point of difference.” It is where a mentee and mentor bring diverse viewpoints to the partnership that perspectives broaden and enhanced learning occurs. Different perspectives allow both mentee and mentor to see with new eyes and discover a better path forward. We encourage you to use powerful questions to get to know each other, challenge the status quo and go beyond the surface to enrich your partnership and accelerate growth.

Activity: Diversity Wheel – Who are you?



Sources:
Diverse Teams at Work, Gardenswartz & Rowe
*Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Julie Rosener, Workforce America; Business One Irwin, 1991

Reflection/Discussion Questions

- ▶ Identify the dimensions of diversity with which you most identify. How do these dimensions of diversity you represent impact your:
 - Beliefs
 - Behaviors
 - Goals
 - Values
 - Work style
 - Career

- ▶ How can you embrace all of who you are to lead authentically? What are the barriers or challenges? How can you address them? What are the benefits?

- ▶ How can you leverage your mentoring partnership to explore authenticity, diversity & inclusion?



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Commitment Statements:

What do you want to commit to BEING and DOING as a leader to lead authentically?

▶ I am committed to **BEING**

▶ I am committed to **DOING**

▶ The **IMPACT** I want to have