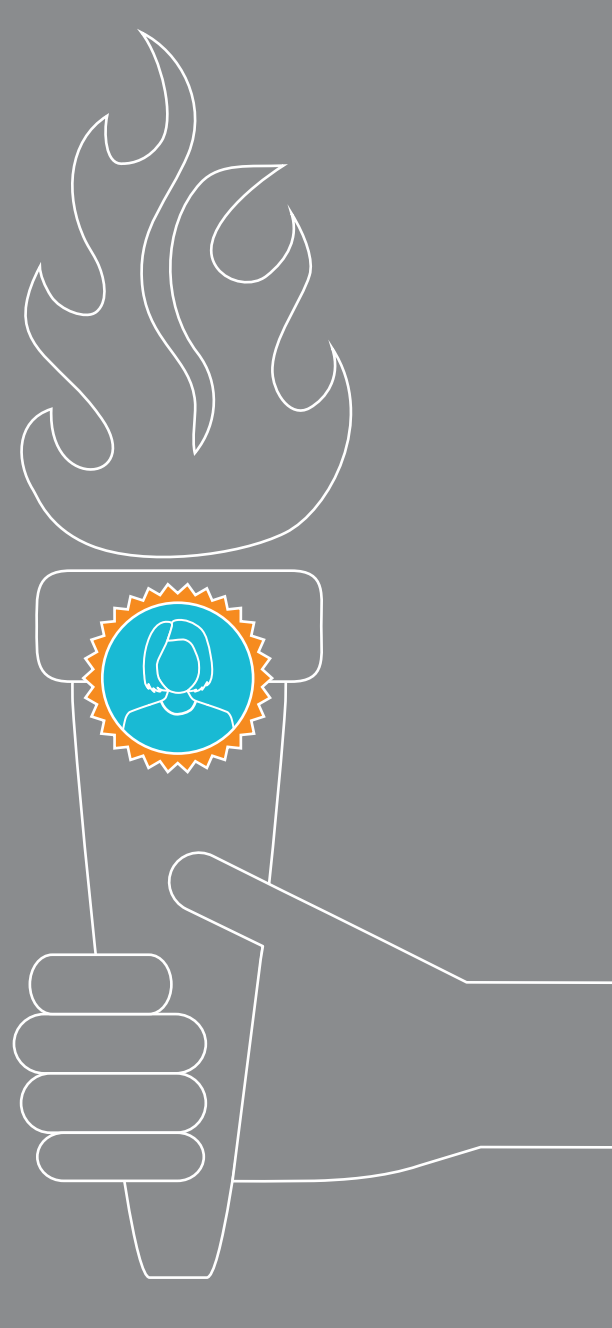


# EVERYBODY NEEDS A CHAMPION

To maximize impact, organizations need to maximize the investment they are making in each employee so they can unleash potential. Many impact-focused entities have people who are working heroically to champion the growth of themselves and others.

Growth matters. Here's why.



## THE REALITY IS, THE WORLD IS CHANGING.

It's more complex. It's more competitive. It's more volatile. Given this change, mentors—or champions—are more important than ever to ensure real-time, in-context growth, particularly in the workplace.

World Needs People Who:

- Demonstrate **creativity**
- Think **critically**
- Navigate **complexity**
- Work in **collaboration** with others

This Requires A New Mentor Model:

- Highly **accessible** to all
- Distributed**, supporting peer-to-peer
- In context** to maximize growth
- Innovative** and adaptive

## WHY CHAMPION OTHERS?

### INCREASE IMPACT

Farsighted corporate leaders understand the value proposition of mentoring.

ROI of **\$2.28**

came back through employee retention and increased productivity.

In ROI terms, that's a

**↑ 128%** gain.<sup>1</sup>

**\$1**

The central relationship between manager and employee plays a critical role in retention.

**PEOPLE LEAVE MANAGERS, not COMPANIES.**<sup>2</sup>

## MENTORING IMPACTS THE BOTTOM LINE

### NETWORK EFFECT: Promote Co-learning and Co-Creation

Next generation leaders thrive on feedback and team-based models. With a focus on impact, no expertise is wasted. In symbiotic relationships, both mentors and mentees learn from each other.

### HOW?

**95%**

By activating the coaching instincts of employees within, potential is

**UNLEASHED.**<sup>4</sup>

**78%**

of employees preferred to learn from peers<sup>3</sup>

### PRODUCTIVITY: Enhance Individual Engagement

There is an **epidemic** of disengagement

**87%**

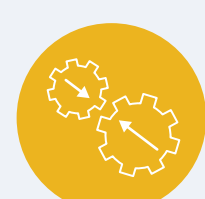
of employees are emotionally disconnected from their workplaces and less likely to be productive.<sup>5</sup>

Gallup estimate an annual cost in **lost U.S. productivity** due to lack of engagement of more than **\$450 billion**<sup>6</sup>

Meanwhile

**95%**

of mentors and mentees reported a positive experience.<sup>7</sup>



Mentors can teach and inspire mentees to become **more efficient** and less stressed, creating more **balance** and **positivity**.

### OPPORTUNITIES EXPOSED: Increase Retention & Promotion

Mentoring builds emotional connections, enhances relationships and gives employees a sense of belonging—all important factors that motivate employees to stay with a company.



Turnover is **expensive**. Cost to replace an employee is **150%** of annual salary or higher.

**vs.**

**Less than half** of non-mentored employees stay, while **72%** of mentees stay.<sup>8</sup>



mentees



mentors

Corporate mentors were **promoted six times more** often than those not in a corporate mentorship program, while mentees were **promoted five times more** than their non-mentored counterparts.<sup>9</sup>

**DESIGNED FOR GROWTH.**

**POWERED BY RELATIONSHIPS.**

Relationships are key to impact and productivity on teams. Meaningful and engaged relationships will lead to growth and development of employees and increase retention.

Championing others is easier with a platform that is rich with community, content and engagement tools to help your influence continue beyond face to face meetings.

The Gloo platform is designed to enhance mentoring relationships, is customized and mobile-friendly. For more visit [Gloo.us](http://Gloo.us).

**gloo**



@TeamGloo



[www.gloo.us](http://www.gloo.us)

1. Diversity Inc.  
2. Forbes  
3. Harvard Business Review  
4. The War for Talent  
5. Forbes  
6. Forbes

7. Diversity Inc.  
8. U of Penn Wharton Workplace Loyalties  
9. The Wharton School, University of Pennsylvania