

Mentoring Circles

Proposed scheme
Circles consist of up to 12 mentees and 4 mentors
Open and honest conversations, mentees are urged to ask the difficult and awkward questions
Mentors receive reverse mentoring
Stems from a need to provide guidance and mentorship to ethnic minority professionals with 0 – 10 years experience

Desired Outcome
To retain ethnic minority talent in the asset management industry
To progress careers and identify future leaders
To highlight the challenges ethnic minority professionals still face in the asset management industry

Next steps
Three mentoring circles held at Vanguard, LGIM and Wellington
Circles to be scheduled at two month intervals
Identify a wider pool of mentors