

FEMALE RESOURCES - CROSS MENTORING

Talent development that works. Retention that counts.



13 months of developing key female talent

Topics raised by mentees:
Visibility, "male-dominated environment," leadership, work-life balance,

Onboarding & Matching

Digital survey

Online questionnaire records career goals, development topics, background experience, preferences, and organizational conditions of all participants.

In-depth interviews

Personal one-on-one conversations with all mentees and mentors to deepen the survey data, clarify expectations, and identify individual needs.

Get-to-know-workshop

In a half-day workshop, all mentees and mentors get to know each other. Observations and dynamics are incorporated into the matching process.

Strengths Coaching

We work with mentees to identify their personal strengths using the GALLUP StrengthsFinder and teach them how to use their strengths in a targeted and effective manner.

Empowerment Workshop

In the "Presence & Confidence" empowerment workshop, mentees learn how to use their voice, demeanor, and presence to strengthen their impact and visibility in a targeted manner.

Career Training

In our career workshops, mentees reflect on their professional development, define clear goals, and plan their next career steps.

Trainings & Workshops

Female Resources takes care of everything—
minimal effort for HR

Flexible and hybrid -
Partly digital, partly in-person



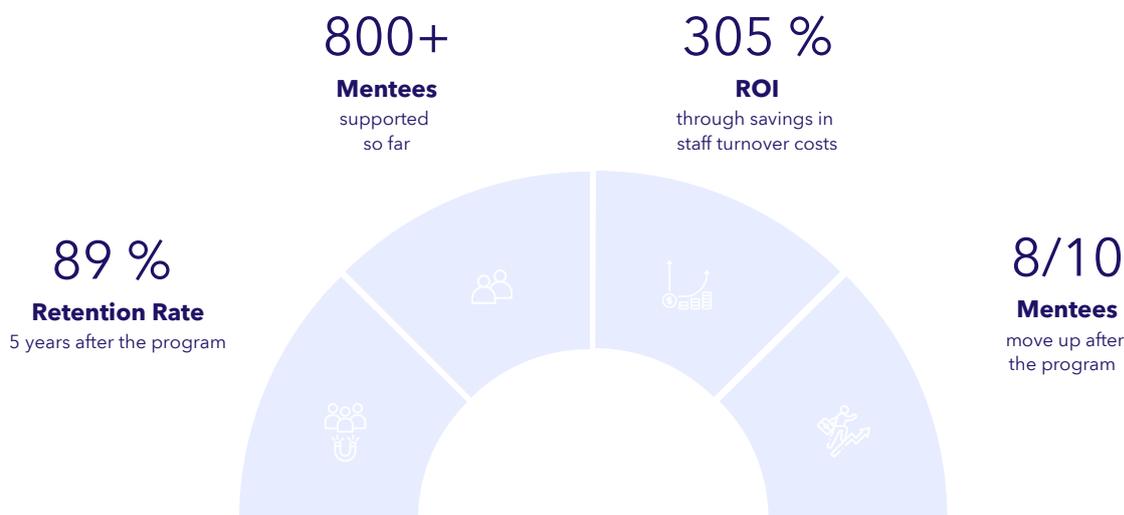
Uwe Schöpe
Chief Human Resources
Officer & Labor Director



Today, leadership means growing together—regardless of hierarchies and company boundaries. The Cross Mentoring Program from FEMALE RESOURCES provides the space for exchange, reflection, and further development that modern organizations need to move successfully into the future.

CROSS MENTORING

Retain top female talent. Secure tomorrow's leadership.



Why now?

The cost of waiting is higher than the investment.

Investors, customers, and top talent expect diversity in leadership positions.

51% of all employees are actively looking for new jobs—female leaders in particular have more options than ever before.

Every month without structured development increases the risk of losing top talent.



Renewal rate of participating companies



Recommendation rate from mentees and mentors

Why is this important for companies?

If we do NOT act:

- Talent loss & knowledge gaps
- Rising recruiting & vacancy costs
- Leadership positions remain unfilled
- ESG targets in "S" missed

Costs explode - pipeline implodes

If we act NOW:

- Retention increases to 89%
- Succession & leadership pipeline secured
- +34% faster promotions
- ROI in the first year

Investment that saves money