KEY LEADERSHIP

Rohini Anand, Senior Vice President, Corporate Responsibility & Global Chief Diversity Officer, Sodexo

Ted Monk, Executive Sponsor, Vice President, Corporate Responsibility for North America, Sodexo

Sandy Harris, Vice President, Global Diversity & Inclusion, Sodexo

Jodi Davidson, Director, Diversity & Inclusion Initiatives, Sodexo

Laura Antal, Senior Manager, Diversity & Inclusion Initiatives, Sodexo

PLEDGE GOAL: 764
COMPLETED: 464
(women Mentees & Mentors in IMPACT - 2015-2017)

OUR NEXT STEPS

- **Global Mentoring**: Create a consistent framework to deploy best practice mentoring worldwide.

- **Mentoring Circles**: Expand globally with focus on select populations, e.g. women in facilities management roles.

- **Achieve Mentoring**: Provide virtually guided training module to share best practices and support managers in identifying their own mentors via a web based platform.

KEY EVENTS / HIGHLIGHTS

Sustained initiative / 14 years of history / Measureable gains

Combination of formal and informal mentoring

Programs include:

- **IMPACT**: cross-cultural mentoring focused on increasing diversity in the pipeline and leadership development

- **Mentoring Circles**: development networks that offer leadership development and drive engagement

- **Peer2Peer Mentoring**: informal mentoring through Sodexo’s Employee Business Resource Groups

- **LIFT**: toolkit for frontline employees seeking upward mobility within operations

- **Spirit of Mentoring Website**: web based platform for self-service “just in time” mentoring

- Recognized as best in class by:
  - Catalyst, DiversityInc, Brandon Hall

WORKING WITH MWM

- As an industry partner of the STEM Higher Education Council, Sodexo contributed to the book *Advancing a Jobs-Driven Economy*.

- Sodexo key leader served as a speaker at Million Women Mentors Summit & Gala.

“By evolving this key talent development strategy, we have been able to sustain our mentoring initiative and consistently realize a return on investment. This has benefitted so many employees and contributes to our Quality of Life mission.”

Jodi Davidson, Sodexo
Director, Diversity & Inclusion Initiatives

CONTACT INFO

Laura Antal – T: 301.987.4000 ext. 45536 – laura.antal@sodexo.com