



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



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

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

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

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

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