

# TRIPLE FS

females  
fast  
forward  
in financial  
services



#TripleFSMentoring

## OVERVIEW

Triple FS is an action-focused mentoring programme initiative developed by EY, MetLife and BNY Mellon with the singular goal of increasing female leadership in the Financial Services industry across Ireland, through a unique mentorship programme and complimentary targeted events.

## MISSION

- The programme matches high potential females, who are preparing to step into a leadership role, with successful male and female leaders from other Financial Services organisations.

## OBJECTIVES

- Target experienced female professionals who have been identified by their business as having high potential for near term senior leadership positions.
- Pair mentees with a senior leader female or male mentor in a different organisation within the FS Industry.
- Increase participants connections and relationships; advancement of personal and professional growth; and influence diversity, equity and inclusion efforts relating to female leadership.
- Receive guidance and practical advice to help achieve professional goals in a safe one-to-one environment.

## VERBATIMS

*“My Mentor is fantastic. Invaluable to talk through work issues with someone who understands the industry and the dynamics.”*

*“I found the experience great in that having an external mentor you have a different perspective on things. You can talk a little more openly.”*

## DETAILS OF THE PROGRAMME:

### BENEFITS TO MENTEES

- Establish connections with senior leaders and peers in the Financial Services Industry.
- Increase awareness of personal biases, assumptions and areas for improvement.
- Receive guidance and practical advice to help achieve professional goals.
- Gain a new perspective and understanding of their own skills and experience.
- Enhance confidence in dealing with challenges and issues.
- Increase visibility, reputation and contribution within and beyond own organisations

### BENEFITS TO MENTORS

- Expand your network with the wider mentor population of leaders across the Financial Services industry.
- Increase your visibility, reputation and contribution within and beyond your own organisation.
- Participate in a tangible change to the Financial Services industry leadership in Ireland.
- Share your own insight to support a high potential female in her career.
- Develop new perspectives by working with a mentee from a different organization.

### BENEFITS TO ORGANISATIONS & INDUSTRY

- Builds relationships across various organisations which helps to expand professional networks and relationships.
- Builds employees' mentoring capabilities and leadership development.
- Demonstrates the organisation's commitment to supporting more women to achieve senior leader positions.
- Encourages leadership balance in the Financial Services industry which has been shown to achieve greater organisational success.
- Contributes to the growth of the Financial Services industry in Ireland.

The mentoring programme runs annually for a duration of 8 months; beginning in October. The commitment request for mentees and mentors is as follows:

- Commit to at least six hours of one-to-one mentoring meetings between October 2023 to May 2024.
- Attend programme events; approximately 90 mins for each session –
  - October - Launch event
  - January - Mid Programme event
  - February - Mentee event
  - May - Closing event
- Pairs will be matched based on the needs of the mentees and strengths of the mentors. Matches will be announced at the launch event.

### MENTEES

- Female, high potential talent with 12+ years' experience.
- Have at least one year of service with participating company and have a history of exceptional performance.
- Ambitious, driven and looking for dedicated time to focus and make more informed personal and professional decisions and will own the process from the outset
- It is the responsibility of the mentee to own and lead the meetings. Be proactive and reach out to your mentor to schedule sessions. Share goals and objectives for participating in the mentoring programme and relationship.

### MENTORS

- Mentors can be female or male leaders with 20+ years' experience. Preferably in an Executive / Board / Partner level role.
- Demonstrate a high level of competence and are genuinely interested in continuous personal development and development of others.
- Participated in mentoring previously and display key skills of an effective mentor (listening, questioning, sharing insights, etc.)
- Provide a safe environment for the mentee to focus on personalized professional objectives. Be clear and honest with your expectations of the mentee; set ground rules for engagement and action-oriented mentoring.

## GET IN TOUCH

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