

# Mentorship

Over six months from 2024 to 2025, 18 colleagues took part in a Peer Mentorship Programme using a speed coaching model, pairing mentees with mentors one level above their current role. The programme focused on building key soft skills such as financial acumen, project management, and leadership through regular 30-minute sessions and guided development. Participants received training on mentoring best practices, with structured support to foster reflection, feedback, and personal growth.

**60%**

rated the course as outstanding

**75%**

Strongly agree the Mentorship programme has provided them with guidance for professional growth and career progression

**60%**

strongly agree they feel more confident/empowered to progress within Solace as a person from the Global Majority

I feel it has made me feel less intimidated by the thought of career progression and has given me greater insight and knowledge around business development

It has helped me feel more confident in myself and my own thought processes when making decisions. I feel I will be able to apply for a promotion if there was an opportunity became available

My mentor was fantastic at helping me see things from a higher-level perspective and understanding how more senior leaders would perceive and resolve things. She taught me a whole host of tools, tips and approaches it would have taken me years to work out on my own

Excellent program - sessions were accompanied by excellent training, efficiently run, clear instructions and brilliant model offering exceptional value in short 30 min sessions. Keep it going!

