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Importance of Mentoring

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Insights from Accenture's 2014 International Women's Day celebration

How can companies help advance more women to leadership ranks?

**Linda Singh, Managing Director – Health & Public Service Accenture Federal Services:** Just to take the time to mentor, you know other women and, and I always try to make sure that I'm doing women and men, but I will look around and when I see some folks that just don't... there's, there's two in this last year, one and actually both of them have been part time and now they're both back you know full time and you know when I think of these two ladies, and they did not see what I see in them. And I started pressing them, and I really started pressing them to step just a little bit beyond and challenging themselves and not taking themselves out of the game.

**Speaker 2:** Yeah

**Linda Singh:** Because I've seen ex- I'm telling you, I would stand by these two young ladies, mounds and gobs right, but they were taking themselves out of the game. Mainly because they thought that they couldn't have certain things, because yes they wanted to have their families, and I said you need to have the conversation and don't self-select out. And that to me was extremely important and I continued to have these conversations with them, but I am just so proud because they've both now stepped up into two roles that I'm just, every time I talk to them I'm smiling from ear to ear because it, it just makes me feel like you know the proud mom.

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