

Thank you for considering whether to apply for the role of mentor in the RAM Reverse Mentoring Program. Before deciding to complete this application form, please take a few moments to think about the following:

People selected for this programme will be expected to act as a 'diversity mentor' to a senior manager over a period of six months. While there will be initial training and ongoing support, the mentors will be expected to put time,, thought and commitment into the programme and see it through.

Mentors will need to show a track record of interest in and support for diversity and inclusion at work. They will need to be able to discuss, candidly and at time assertively, a range of issues and questions about diversity and inclusion in Reuters and externally. Mentors must be comfortable talking about ***their own*** experience and perspective as well as collecting feedback from others on related issues.

Mentors should feel confident and comfortable about discussing sometimes complex and difficult topics with people who are more senior than them

The reverse mentoring scheme is intended to provide a unique development opportunity for the senior managers, in a subject which is of strategic importance to Reuters. While it is expected that mentors may also gain some personal development through their participant, the main purpose of the scheme is not about exposure or visibility for the mentors

By applying to this program, you are agreeing to participate in the selection process as well as a workshop in the next six weeks. The mentoring meetings are expected to take place ideally once per month from May through November. However, other time commitments may be necessary (preparation and reflection on meetings, participating in feedback sessions, etc.).

If you wish to apply, please answer the questions on the next page.

Completing the application should take around 20-30 minutes.

Reuters Reverse Mentoring Scheme Application Form

Name and Location:

Title and Business Unit:

Email Address and Telephone:

Line Manager:

Why do you want to be a diversity mentor?

What are the main ways in which you could contribute?

What would you expect to be your main challenges in being a reverse diversity mentor? How would you deal with them?

Thinking about outcomes, what would success look like, for both the senior manager to be mentored and yourself?

Why is it important for Reuters to focus on Diversity and Inclusion?

In communicating and engaging with others, what are your two or three key strengths? And what are your two or three major development challenges?

Please add any other points you would like to make to support your application.