




Welcome!



Recap of our last session: Unconscious Bias

- The cost of workplace bias is projected at **\$64B annually**.
- Women experience undervaluation and inadequate support, leading to **higher attrition rates** compared to their male counterparts.
 - Many women have expressed frustration at their limited opportunities for advancement compared to equally skilled male colleagues.
- Women comprise more than ½ of the overall workforce, but only account for **25% of the physical security workforce**.
 - **Only 31% of women hold leadership positions.**



ASIS WIS North Shore:
Part Two
Mentoring



agenda

INTRODUCTION
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DEFINING MENTORSHIP
4

QUALIFICATIONS
6

STORIES/EXPERIENCES
7

MANY WAYS TO BE
MENTORED
9

Introductions:

Ray Van Hook, Director Security Operations NAC, AbbVie

Jessica Lundgren, Area Marketing Manager, Axis Communications

John Collias, Account Executive Consultant Team Midwest, Genetec

Lina Forero, Member Engagement Specialist, ASIS International

What is Mentorship?



Mentorship definition:

“Mentoring is a learning relationship, involving the sharing of skills, knowledge, and expertise between a mentor and mentee through developmental conversations, experience sharing, and role modelling. The relationship may cover a wide variety of contexts and is an inclusive two-way partnership for mutual learning that values differences.”

--according to EMCC Global



Qualifications of being a mentor

CONFIDENCE-BUILDING STRATEGIES

Fun Exercise:



SKILLS YOU HAVE



WHAT WOULD YOU LIKE
TO LEARN



Stories & Anecdotes



The many ways to be mentored

Many ways to be mentored.

FORMAL

INFORMAL



Introducing ASIS' Security Leaders Mentoring Program

1

Create Your Profile

2

Find a Mentor

3

Discovery Call

4

Agree on a Plan

5

Meet as Agreed

6

Reflect and Assess



HOW IT WORKS



Mentor “To-do’s”

1. Create their profile
2. Wait for mentee engagement request
3. Accepts request
4. Leads scheduling of discovery call/future meetings
5. See steps 4-6.



Mentee “To-do’s”

1. Create their profile
2. Automatically entered into their 6 week on-boarding process
3. Use mentor directory to find mentors
4. Request engagement to be matched



thank you.