

# Global Women in Leadership Mentoring Program

Global Women in Leadership is a mentoring program designed to increase diversity in UnitedHealthcare Global leadership through development and support of emerging female leaders. Through facilitating meaningful mentor-mentee relationships, Global Women in Leadership provides:

- Cross-business exposure and acumen
- Support and guidance for professional development and career exploration
- Coaching in CLL development areas
- Relationships with senior leaders
- Connection with the broader Mentoring Program community

The Global Women in Leadership pilot launched in January 2021 with 55 mentoring pairs. Mentees and Mentors joined from Brazil, Chile, Colombia, Peru, Portugal, the United States, and the United Kingdom. Cohort 2 of the program will launch in July 2021.

## Eligibility Criteria

### Mentee Requirements

- Full-time female employees
- Minimum of 1 year tenure with company
- UHG Grade 28-30 or equivalent
- MAP Rating of 3, 4, or 5
- Languages: English, Spanish, Portuguese

### Mentor Requirements

- Full-time employee
- Minimum of 1 year tenure with company
- UHG Grade 29 and above or equivalent
- Both women and men can be mentors
- Languages: English, Spanish, Portuguese

## Frequently Asked Questions:

**How do I apply to be a mentee?** Our priority is matching eligible applicants from the pilot waitlist. Depending on capacity, we will open the cohort for additional applications.

**What is the commitment of being in the program?** The program runs from July 2021 through June 2022. There is a mandatory orientation session, otherwise the program is self-driven and self-paced. On average, mentees and mentors are expected to meet once a month over the 12-month program duration. We are exploring Quarterly Forums where mentees can come together as a cohort to hear from senior leaders and discuss development topics.

**Can I sign up one of my direct reports?** Application is self-apply only. Applications or nominations that are made on behalf of another employee will be removed from the application pool.

**How are mentors and mentees paired?** Pair matches are made with several considerations, including:

- Grade Level: mentors must be at least one grade level above mentee
- Language: Mentors and mentees must speak the same language
- Business/Country: Ideally, mentor and mentee will come from different businesses and/or countries
- CLL: Ideally, mentees are matched with mentors that can coach in self-reported CLL development areas

