

INTERNATIONAL SPONSORSHIP PROGRAM (ISP)

Company name : THE BANK OF NEW YORK MELLON SA/NV Luxembourg Branch

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

BNY women talent have the opportunity to participate in several leadership development opportunities including the 30% Club cross-company mentoring program, Mission Gender Equity and BNY's International Sponsorship program. Additionally, BNY has a full suite of leadership learning content on our AI-driven Learning Experience Platform, Learn at BNY.

Context

We believe investing in women's development to achieve better gender balance in leadership roles, foster their career progression, and ensure they have the necessary skills and support to excel, ultimately strengthens our organization's culture of belonging and inclusion.

Objectives

To accelerate the progression of women into senior roles

Approach

- BNY's International Sponsorship Program (ISP) is a 9-month accelerated sponsorship opportunity designed to support the retention and career mobility of 56 Senior Vice President women from across International (APAC, EMEA, India & LATAM)
- To pay it forward and strengthen our talent pipeline, ISP proteges will be matched as mentors with Senior Associate women mentees from across the International regions for the duration of the program
- Development sessions will be scheduled periodically for participants
- If appropriate and aligned to career aspirations, sponsors can set proteges a stretch task

Impact

- The program supports retention and advancement of women talent.
- We encourage participants who are eager to challenge themselves personally and professionally and pay it forward by mentoring rising talent
- We provide participants with monthly connects – for peer learning, feedback and guidance
- Participants are encouraged to complete the online Sponsor Ready course ahead of program launch to ensure they maximise the opportunity
- We measure the impact of the program using feedback surveys and monitoring retention and promotion data.

« To do »

- Protégés will be paired with Executives from International. Before pairing, we ask the protégés what they hope to get out of the pairing to support the matching process.

- These are leaders who will invest time in learning about their protégé and highlight opportunities to increase visibility, build experiences and broaden network for development and advancement
- We schedule quarterly sponsor connects – for peer learning, feedback and guidance
- Proteges will in turn mentor high potential women Senior Associates from International
- We emphasize that the proteges and mentees drive their relationships and encourage them to meet with their sponsor or mentor at least an hour per month

Sponsor Actions:

- Get feedback on your protégé from others (what they are known for, their brand)
- Provide protégé with networking opportunities with senior executives (internal and external)
- Instructs and positions protégé for opportunities to raise profile
- Provide protégé with a stretch opportunity or project (if appropriate)

Protégé Actions:

- Set meeting series
- Share development goals, professional interests and career aspirations with sponsor
- Learn about your sponsor's business/function and identify ways to be of value to sponsor
- Use your sponsor to build your network (externally & internally)
- Work with sponsor to identify a stretch opportunity (if appropriate)
- Attend scheduled development sessions

« Not to do »

Avoid pairing protégés with their direct manager