

EMPLOYEE ENGAGEMENT IN MENTORSHIP PROGRAMMES

Company name : DLA PIPER

Activity sector : Autres activités de services

Company category : PME

Description of the action

Many of our colleagues across teams actively participate as mentors in the firm's global scholarship and fellowship programmes. They dedicate their time to guiding students and young professionals from diverse and underrepresented backgrounds, sharing insights into the legal profession, and supporting their career development.

Context

The Global Scholarships Programme connects promising students and fellows worldwide with experienced professionals at the firm. The strong interest among employees – both lawyers and business services staff – demonstrates our collective commitment to giving back and fostering social mobility. In 2024, the programme received an exceptionally high number of applications from colleagues eager to serve as mentors or senior sponsors.

Objectives

Promote social mobility by providing mentoring opportunities to underrepresented students and fellows.

Strengthen employee engagement and sense of purpose through pro bono mentoring.

Build long-term relationships that inspire the next generation of professionals.

Approach

Annual open call for applications to become a mentor or senior sponsor.

Selection of mentors based on availability and programme needs.

Ongoing mentorship throughout the year with structured guidance, meetings, and check-ins.

Placement of additional applicants on a reserve list for future opportunities, ensuring continuity.

Impact

High employee interest: more applicants than available mentor spots.

Greater visibility of the firm's commitment to diversity, equity, and inclusion beyond internal policies.

Tangible social impact by supporting individuals from disadvantaged or underrepresented backgrounds.

Strengthened reputation as a socially responsible employer.

« To do »

Encourage broad employee participation to maximize impact.

Provide clear guidance and training to mentors before the programme begins.

Keep a reserve list to capture enthusiasm and ensure continuity.

Highlight success stories from mentees and mentors to inspire others

« Not to do »

Do not limit opportunities to only a small circle of employees; keep access broad.

Avoid running the programme without sufficient communication or follow-up.

Don't treat mentoring as a one-off – ensure continuity and follow-through.