



REVERSE MENTORING FOR CULTURAL CHANGE CASE STUDY

CHALLENGE

To drive cultural transformation and increase diversity and inclusion (D&I) awareness, we needed an innovative approach to engage senior leaders in meaningful conversations about inclusivity.

SOLUTION

We launched a Reverse Mentoring programme, pairing junior colleagues from underrepresented backgrounds with senior leaders. Over four months, mentors shared lived experiences, fostering open discussions on D&I topics. The initiative created a safe space for learning, reflection, and actionable change at the leadership level.

IMPACT

FOR JUNIOR COLLEAGUES

- Elevated their voices, influencing leadership perspectives
- Developed leadership, communication, and coaching skills
- Expanded professional networks and visibility

FOR SENIOR LEADER MENTEES

- Gained deeper cultural awareness and empathy
 - Strengthened inclusive leadership and decision-making
 - Improved emotional intelligence and adaptability
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COST-EFFECTIVE & SCALABLE

By leveraging internal talent, the programme delivered high impact at minimal cost, reaching a broad audience without the need for external training.

RESULTS

The programme shifted mindsets, strengthened inclusion efforts, and fostered a more connected workplace culture. By creating safe spaces for open discussions on race and diversity, it encouraged authentic conversations, promoted respect, and deepened inclusivity at all levels of the organisation.



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