

Siya gave me an insightful paper to read " The Truth About Mentoring Minorities - Race Matters" by David A Thomas ( Harvard Business Review Journal). While reading it a few themes emerged ..

### **Recipe for Advancement**

1. Strong networks
2. Mentor ( coach, advocate, counsellor)
3. Corporate Sponsors
4. Immediate Boss, Other superiors : (continually expands responsibilities, give advise on company /office politics; hard and fair; talk about touchy subjects )
5. Personal development
  - perform ( excellent performance)
  - patience " outlive all the bastards"
  - evaluate yourself in terms of personal growth not external rewards
  - avoid becoming cynical
  - concentrate on strengthening your skills and competencies
  - gain 3 Cs : confidence; credibility; confidence
6. Right projects , plans that are linked to corporate, category strategy/ambition

Looking at 1-6 - what do black employees feel /think/suggest...and what becomes Marcel's /leadership role.

If you look at the top 6 - they apply to any race -- we need to be clear were we falling short when it comes to developing and advancing black talent.

### **Other Issues/Questions we might want to explore :**

- Business role in making sure that you are promoted for your skill , performance NOT just colour of your skin ( How to demistify the myths, stereotypes?)
- Does the business put minorities/blacks in high-trust positions ?
- Do we give challenging assignments ?
- Do minorities get crucial career advice and counsel that prevents people from getting side tracked?
- why are white assistants getting promoted faster than minorities ? what are they doing that minorities are not doing? e.g. recently check number of CU's promoted
- racial profile
- Negative stereotypes in the workplace ??