

# FUSION MENTORING

## 2022-23 Impact Report

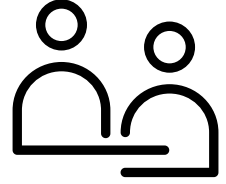


MACQUARIE

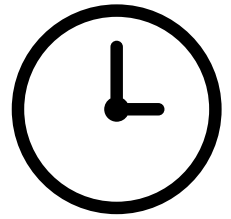


BIG ALLIANCE

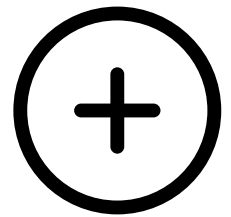
### IMPACT SNAPSHOT



**13** Mentees and **13** Mentors



**78+** hours volunteered



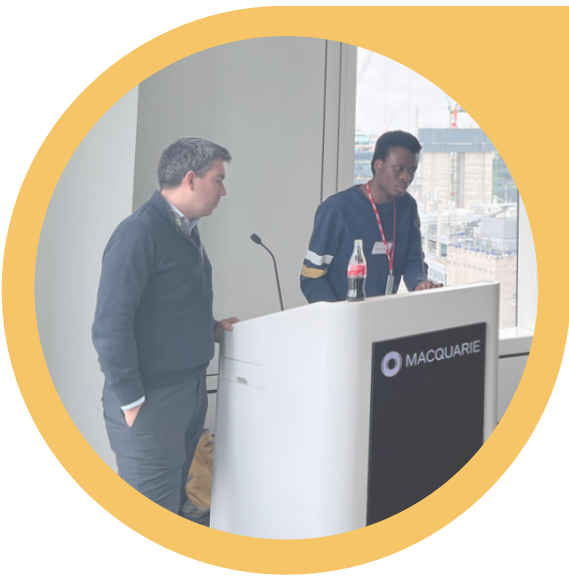
**100%** of participants would recommend the programme



***Fusion Mentoring Celebration Event 2023***

The Fusion Mentoring programme has successfully concluded its second year of operation. The programme is a collaboration between BIG Alliance and Macquarie Group's Fusion network, an employee network group committed to empowering colleagues from diverse races, ethnicities, cultures, and faiths. The initiative matches ethnically diverse young adults aged 18-25 from Islington and across London with volunteers from Fusion for a six-month period. This year, 13 mentors and mentees successfully completed the programme, with over 78 hours volunteered from our mentors. The volunteers provide a comprehensive personal, educational, and professional support system to mentees, fostering their skill set and offering guidance and motivation as they chart their career paths. It's focused around developing abilities that mentees have previously indicated they were keen on acquiring, such as interview and application preparation, networking, leadership skills, data analysis, and initial steps to enter the finance industry.

***"This programme has allowed me to build a foundation for the career I want to get in to". - Fusion Mentee***



## MENTOR FEEDBACK

**100%** learnt about young people

**100%** felt their mentee improved resilience

**80%** developed communication skills

**80%** had fun

**80%** increased their motivation

**80%** felt their mentee improved their communication skills

**60%** increased their confidence

### What is the biggest achievement or success that has come from working with your mentee?

**100%**

of mentors and mentees felt supported throughout the programme

- Learning what the next generation of leaders are focused on, how they look at the world and what is important to them
- Supporting my mentee to focus on their passion, whilst exploring their creativeness
- Connecting them with colleagues who have opened their networks to support them
- Being able to be sound board, not just for careers but also other factors related to family, friends, concerns and ideology

## MENTEE FEEDBACK

**100%** improved their communication skills

**100%** improved resilience

**100%** improved adaptability

**100%** improved problem solving

**100%** mentees achieved what they hoped to gain

**80%** improved leadership skills

*"I came in with an open mind and to build a life long connection and knowledge. I felt I achieved this."*  
Fusion Mentee

### What is the biggest achievement or success that has come from working with your mentor?

- I was encouraged to apply for internships and consider a masters degree
- I felt I had a safe space to reflect on my successes
- I received two internship offers
- I expanded my network
- I explored my career options



## MENTEE TESTIMONIAL



My experience with my mentor was very welcoming, informative and supportive. Having the support of someone with experience and knowledge was invaluable. My mentor made me feel comfortable to ask questions and for advice on how I could best place myself to land an investment banking role.

A highlight for me was being offered a role and joining Macquarie Group.

I would recommend the programme because it allows people like myself the opportunity to learn from someone with more experience, an opportunity to expand your network and gain exposure to the banking and financial services sector. This programme has given me more confidence and has provided me with the opportunity to kick-start my career within investment banking.

***Micky Meckell Dete - Fusion Mentee 2022-23***



[www.thebigalliance.org.uk](http://www.thebigalliance.org.uk)

