

Video Transcript Emma Hayes Mentorship

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SPEAKERS

By Emma Hayes

Emma Hayes 00:14

A mentorship relationship is extremely important, I think for everyone, but especially for women. The reason I believe this to be true is that mentor relationships are not just a one way exchange of knowledge, but mentorship provides an opportunity for women to really learn from each other from those experiences that they've had and really help to foster a sense of confidence in the abilities that we have as women to be able to navigate corporate waters. But it's a learning experience for the mentor as well. So all of those mentors who are out there pouring into the next generation of leaders have this opportunity to really immerse themselves in the next generation. And there's so much to be learned from the next generation. So those opportunities that mentors and mentees take advantage of give them a wider, broader perspective of the view of the world. But it also gives them confidence in their abilities to navigate all of the things that might come and occur throughout their career.

Emma Hayes 01:45

I have been so extremely fortunate to have some of the best mentors you could ever imagine. I, in my previous life, I worked for the organization for which the author who penned the eight cooperative principle was the CEO. And Maurice Smith was an amazing mentor. And I had the opportunity to learn from his tutelage. And he was so encouraging, and offered support, sponsorship, allyship, and it was an opportunity for me to really sit back and take in all the things that he could offer me in terms of leadership, what it would be like to lead an organization, but not just that, what it would be like to be the catalyst for something greater than myself.

Emma Hayes 02:46

I also have the privilege of working with Renee Sattiewhite, who is my mentor, and dear friend. And Renee is, I call her a curator of talent. She has this uncanny ability to see things and other people that they don't see in themselves. So these mentor relationships really helped me figure out where my passions truly live, what my strengths were, how to maximize and leverage them to help propel me to the next level. And to figure out how to then surround myself with people who could help minimize any impact or negative impact that was present due to things that I lacked. So those things that I hadn't quite developed the skill set for.

Emma Hayes 03:42

As a mentor, I feel it's an honor and a privilege to be able to work with other women and young men who want to learn more about themselves--first and foremost, what they're capable of, how they can succeed, helping them define what their passions and purpose are, and giving them opportunities to

serve in that. So I look for connections for them. I look to be in rooms where they may not be present and elevate their opportunity to for exposure. So I think for me, it's all about how do I take the things that were afforded to me, and then make sure that I give those opportunities to the next generation.

Emma Hayes 04:32

So, I mentioned that I was, you know, the fortunate recipient of two amazing mentors, and I'll talk a little bit about one of the things that Renee Sattiewright does not just for me, but for several of the people that she mentors. When they're not in the room. She amplifies them her voice, she amplifies their presence without them being in the room. What does that look like? For me, she provided a platform to showcase all the things that she felt were strengths for me, she gave me a space, the space and the grace, to lead in those passions, and to really help provide a demonstrated competency around the things that she knew were very, that I considered a passion of mine, and my purpose. And so even when I'm not in the room, in those conversations, where people are looking for maybe people to bridge a gap or fill a void, she's used her authority, her influence and her position to bring others along on that journey. And that's what a mentor does, and mentor stands in the gap, and makes sure that they're providing opportunities, even when their mentee isn't in the room.

Emma Hayes 06:15

I would say my piece of advice for anyone going into a mentor relationship would be do so with an open mind and an open heart and open mind to really embrace the sharing exchange, because you have to also, in these mentor relationships, be willing to be vulnerable, be willing to share your story, because I promise you, not everyone who is in a position of leadership has got there, riding in on a white horse, or it's there is a story behind how we get there. And that story can be shared to help the next generation understand what it might take, and that it doesn't all look the same. So you have to be willing to be vulnerable. So don't go into those relationships thinking that you know it all and you have it all figured out, go into those relationships, thinking what can I learn about myself? What can I learn that will make me a better leader, not just a better mentor, but a better leader for all of the people that I'm responsible for positioning for success.

Emma Hayes 07:35

So I'd like to take this opportunity to thank CUES for the privilege of speaking to you and I would like to thank you for the time that you've invested in yourself and listening to this speech. Now, just like you've invested this time in yourself, I am confident that when opportunities present themselves that you will also take that time to invest in our next generation. And for that I thank you.