

GENEDGE Reverse Mentorship Program

Kuldeep

Hello.

Brian

Oh, you got one too. You got one too.

Jim Crowley

All right. So, we'll just wing it.

Brian

We all did it. We all did it.

Jemini

That's action. I started out as a reverse mentor to someone who had decades of experience, more than I did. Mark Tibergien, who was in a different generation and probably very similar to what my parents were. I thought, what could this person really want to learn from me?

Jennifer

We're going through a lot of transformation as a company. Our emerging talent is part of that learning process.

Jemini

As we had our conversations, I thought were so basic, yet they found so insightful because I was a millennial and because I had a different perspective on it.

Jim Crowley

The reverse mentoring program is that on steroids. Because for me, it just opens my mind, makes me aware of different cultures. It makes me aware of different geographies. It makes me aware of different generations and how people think.

Jemini

At the start of the pandemic, it was a very interesting opportunity. We were able to institute, cross regional pairings.

Shireesha

Pairings are being done intentional, which is truly based on mentor mentee interests. So,

Jemini

what they were willing to teach and what one was willing to learn from the other person.

Chris

Those pairings can help create and foster that inclusivity, especially in the digital space.

Brian

One real benefit from this program that I gained, I was paired with an executive who is strong in technology, is interested in podcasting and is based in an important center for BNY in India.

Kuldeep

I was kind of hooked up onto all those thoughts. Now the podcasts have exploded. That's what I shared with Brian.

And, he was excited to understand those viewpoints.

Jemini

Those are the conversations I love the most is when we do the check ins with the various pairings.

Rebecca

But it also provided that sort of collective advantage of being part of a community. And I was really looking to explore my personal goals as a young professional woman, and also as a soon to be mother.

Jemini

It's really exciting, I am a new mom. I'm learning a lot every day. I really hope as my daughter gets older and wants to have a career of her own, she continues to appreciate the different insight that other generations

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