

2025 WEBINAR SERIES

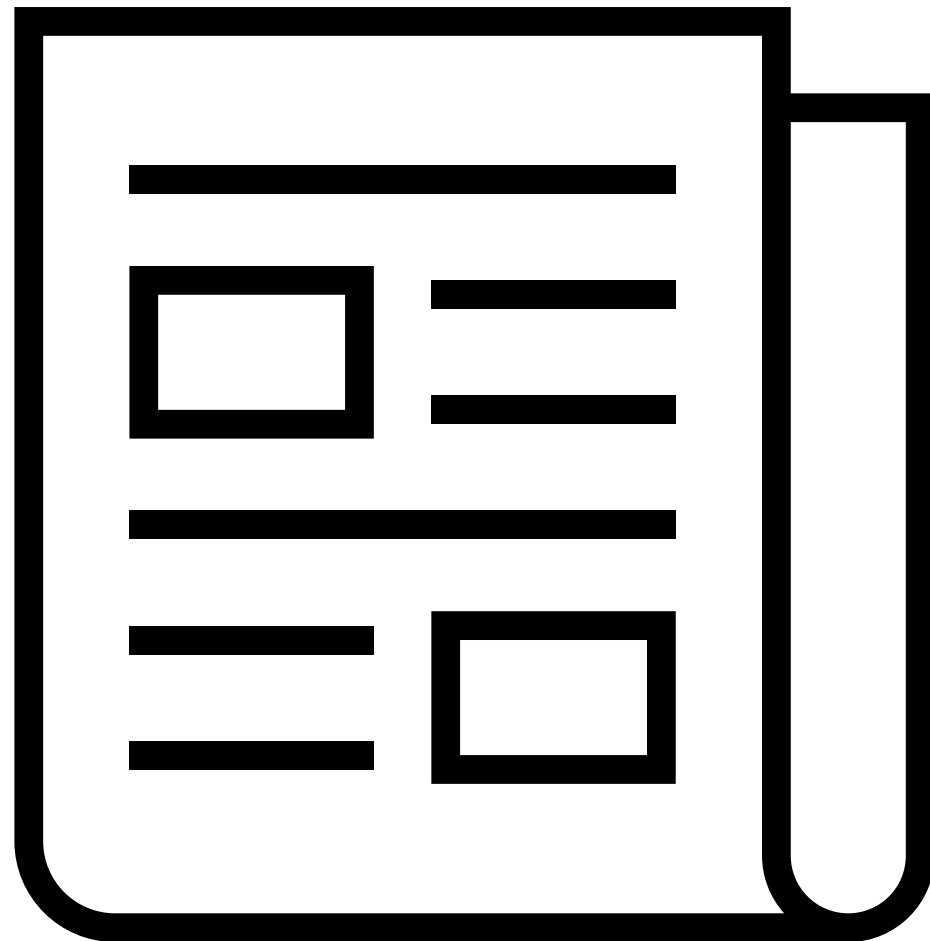


MENTORSHIP MATTERS

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RECRUITING HEADLINES



“Insurance Sector Seeks New Ways to Attract Staff”

- **Business Insurance.com**

“Insurance Industry Talent Crisis”

- **AM Trust Financial**

“US Insurance Sector to Lose Around 400,000 workers by 2026”

- **Insurance Business America**



“Mentorship programs are known to improve employee retention and satisfaction. If the Great Resignation has taught us anything, it’s that companies need to invest strategically in holding fast to the employees they recruit and train.”

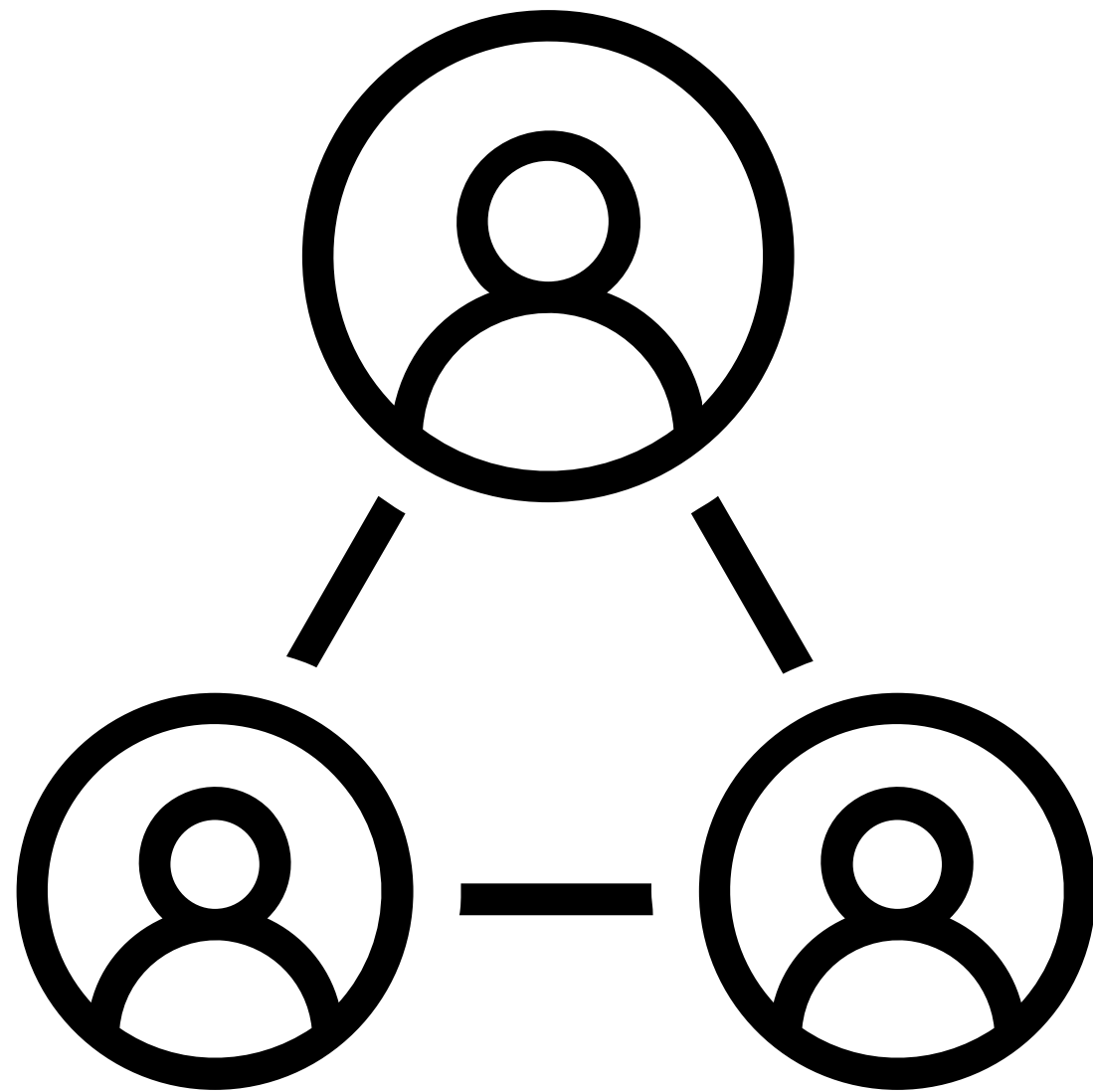
- Forbes.com



“Mentored employees are 49% less likely to leave their employer”

- Society for Human Resource Management

COST TO REPLACE AN EMPLOYEE



Posting-recruiting-interviewing

- 50%-60% of salary

Overall cost (training, lost productivity, etc.)

- 90%-200%

ADVISOR VS. MENTOR

ADVISOR

- Expertise in an area you don't have.
- Often compensated for their time.
- Meet as needed (twice a month, twice a year or annually)

MENTOR

- Someone you turn to other than a parent.
- Not compensated – they do this because it is in their DNA.
- Counsel on “big” life decisions”



COACH

talks **at** you



MENTOR

talks **with** you



SPONSOR

talks **about** you

TYPES OF MENTORING



- Traditional (1/1)
- Virtual (Distance)
- Reverse Mentoring
- Peer-to-Peer
- Group (1/Multiple)





ESSENTIAL MENTOR CHARACTERISTICS



- Job Performance
- Interpersonal Skills
- Capacity
- Commitment
- Availability

ESSENTIAL MENTEE CHARACTERISTICS



- Contagious optimism
- Naturally curious
- Respectful of mentor's role and time
- Comfortable with “tough conversations”
- Open to being “challenged”

MENTOR/MENTEE GOALS



- Mentee realizes their potential
- Mentor “sees” what the mentee cannot
- Mentor make mentee “better” than themselves
- Accelerated development

CRITICAL ELEMENT: 50/50 RELATIONSHIP



CRITICAL ELEMENT: BEAUTY IN THE FLAWS



CRITICAL ELEMENT: COVER, DON'T HOVER



CHALLENGE



"No two minds ever come together without, thereby, creating a third, invisible, intangible force which may be likened to a third mind."

- Napoleon Hill

QUESTIONS?



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