

# SOUTH FLORIDA BUSINESS JOURNAL

**REAL ESTATE**  
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BRIAN DANDELL, 4

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**Rooftop spot  
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restaurant and bar at  
Miami Worldcenter.  
CORTNEY D. MOORE, 8

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South Florida's  
largest auto  
dealerships  
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SPECIAL REPORT

# THE HIGH STAKES OF MENTORING

By most measures, the Great Resignation is over. Experts say the tide now is trending toward The Big Stay, where workers are looking for long-term career growth and for the employers that can provide it. But new research by *The Business Journals* shows many companies are missing opportunities to attract or retain talent through mentoring — putting them at risk of losing workers in what remains a tight hiring market. In this special feature to complement our Mentoring Monday event on Feb. 28, we look at key ingredients for successful mentoring programs and how to foster a culture where career development is at the forefront.



MENTORING  
MONDAY

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SPECIAL REPORT | MENTORING MONDAY

## MEET THE MENTORS

You could find your mentor during the in-person SFBJ Mentoring Monday event on Feb. 28. The *Business Journals* chose dozens of businesswomen in the region. We recently spoke to 8 of them.



**Durée Ross**  
President and CEO  
Gurita & Company

**How can a mentee best engage with a mentor?** It's always nice to hear from a mentee in advance via social media or email that they are looking forward to connecting and getting on my radar.

**What's the best way to start a mentor relationship?** Ask for it. Leverage it when possible, then roll it out. Having the insights that I might be able to offer them. I've lost track of how many years I have participated in Mentoring Monday, but I truly love and appreciate the opportunity to mentor someone, even if it's only for a short time.

**What qualifications should a mentee seek in a mentor?** It can vary depending on the mentor and the industry they work in, but in general, I think that having a passion for your career is a requirement. Having experience in the industry. The mentee is interested in can be a plus because it can help them navigate certain nuances in that particular industry.

**What makes an effective mentor?** They have the time, interest and ability to devote to it. Being a good listener is crucial. Helping the mentee cut through some of the noise and provide different viewpoints, can also be very beneficial.

**Why is it important for women to mentor other women?** It's more than important — it's critical for us to help each other. I've had wonderful mentors throughout my career, which started at 18. You never know where things will go from that mentorship. I was fortunate to employ some of my prior mentors. It's true what the quote says, "A rising tide lifts all boats."

**How has being a mentor impacted you?** It has significantly impacted my life. Recently, I was asked to judge a presentation for a women's incubator where the women presented their business plans for a chance to win additional funding from a local bank. I don't remember offhand but the woman who was selected to win mentioned that I was her mentor many years ago at one of SFBJ's Mentoring Monday events.

— Courtney Danielle Moore