Cognizant Female Leaders Discuss the Benefits of a Diverse Workforce

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Cognizant's Carol Houle, VP Consulting, and Maureen Greene James, North America Leader of Diversity and Leadership Development, recently sat down with Fairygodboss co-founder and president Romy Newman to discuss best practices for helping women advance in the workplace during a Facebook Live event.

One highlight of the discussion was mentorship. When seeking a mentor, Greene James noted, "One of the things I've always done in my career and early on was to seek out individuals who are completely different from me. Seek out individuals whom you know bring something different to the table that you cannot. At some point along the way, the mentor becomes connected to you enough to want to become a sponsor for you. The best way to build this critical relationship is to have an organic one that moves from one level of the spectrum to the other—from mentor to sponsor."

Houle suggested that mentees think about the three things they do well and what they want to focus on. She noted, "If I have a job that has those three elements, I'm really happy and I'm going on all cylinders. What are those things you're naturally good at that you want to continue to evolve?"

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