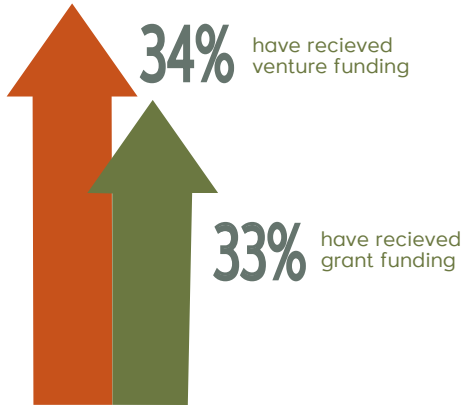


Global Research on Talent & Entrepreneurship: Mexico & Central America

The Social Businesses that participated in the survey are classified as:



They started operating...



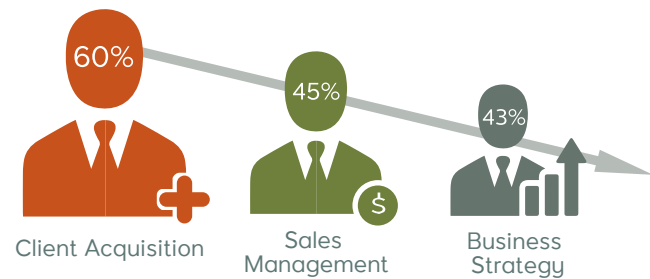
...And they have different focus areas.



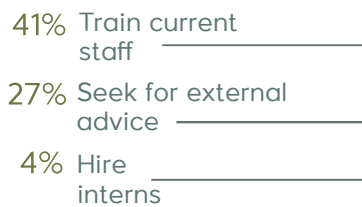
The biggest challenges they face are...



The most important personnel skills needed to scale their businesses are...



When asked which course of action would be best to increase business capacity



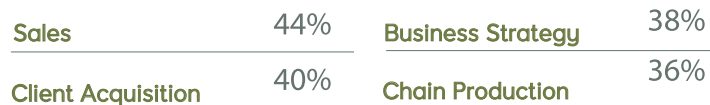
The main challenge when hiring talent:



42% think it is the lack of resources to hire properly trained staff

...followed by lack of investment in Human Resources.

Currently, the most sought after positions are:



Global Research on Talent & Entrepreneurship: Mexico & Central America: Mentoring

Out of those surveyed, **73%** acquire external help from mentors.

The mentors work with them
for some time...



from 1 month
to 6 months



from 6 months
to 1 year

...and these are the best rated aspects:



Strategic
Advice



Listening to ideas
and giving feedback



Give them
theme-specific advice

64% of these businesses
hire mentors with



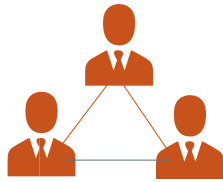
years of professional
experience

And **80%**
of the surveyed rate the
working experience as
satisfying.

Entrepreneurs look to mentors for...



Knowledge in
a specific industry
27%



Networking
Opportunities
16%



Similar
experiences related
to their needs
16%



Their impartial and
external perspective
15%

27% of the participants haven't worked with mentors because...



They don't know
how to access them



Longer commitment
is needed



They don't know
how to take advantage
of their service



Other

We would like to thank the 25 organizations in Mexico and Central America that participated in this survey for their support. For any questions please contact rosario.uriarte@aspeninst.com

To read the full report visit <http://www.research.rippleworks.org/>
Learn more about ANDE at <http://www.andeglobal.org/>