



This project is co-funded by
the European Union

ME-TOTEM PROJECT

MEntoring as a TOol Towards EMpowerment

A project co-financed by the European Commission DG Justice

Workstream 2 – Cross European Executive Mentoring

Women-to-Women Mentoring Guide

Deliverable #6

Disclaimer:

this deliverable has been produced with the financial support of the PROGRESS Programme of the European Union.

The contents are the sole responsibility of PWA Milan and can in no way be taken to reflect the views of the European Commission

WOMEN-TO-WOMEN MENTORING GUIDE

In the following pages, Me-Totem Project Team briefly shares how to structure and what are the main benefits of a women-to-women mentoring program.

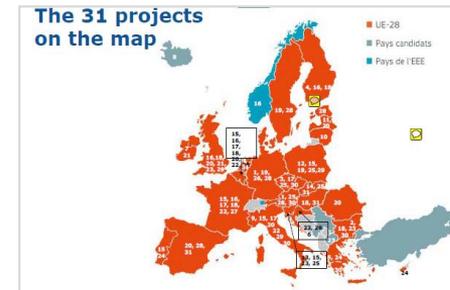
After a short introduction of Me-Totem Project, you will find key aspects that support a successful mentoring program and the reason why METOTEM & PWA Milan mentoring program is developed on the base of a pure women-to-women relationship.

EQUALITY IN ECONOMIC DECISION MAKING: THE ME-TOTEM PROJECT

The ME-TOTEM project falls into the “Equality in Economic Decision Making” area and has been awarded by the EU Commission – DG Justice together with 31 other projects across Europe.



ME-TOTEM has been developed by **PWA Milan** and will impact **8 European countries** in cooperation with PWN Global



ME-TOTEM PROJECT

ME-TOTEM is structured in **four main Workstreams**, impacting women at various stages of their leadership journey, through different and interconnected **mentoring activities**.

TARGET GROUP

WORKSTREAM 1

Current and aspiring board members

WORKSTREAM 2

High potential women from the corporate world

WORKSTREAM 3

Women in junior positions / **MBA students**

WORKSTREAM 4

Dissemination across Europe

OBJECTIVES

Create **direct professional relationships** between qualified women and board members

Make **corporate diversity programs more effective** through “woman to woman” mentoring & diversity Lab with HR Departments

Foster a “**career planning**” culture in junior professional women

Process, approach and results of the project will be presented in 2016 in **8 major European cities**.

WOMEN TO WOMEN MENTORING: WHAT AND WHY

Mentoring is a **voluntary**, developmental **partnership** through which a person with relevant experience (the mentor) **shares knowledge and skills** to support someone else (the mentee) in achieving career objectives. It is not *“training”*, but the build of a **relationship of trust**.

Mentoring plays a critical role in the progression of **women** professionals in all sectors.

Lack of mentoring, exclusion from networks, and absence of women role models are cited as key barriers to career advancement for women.

WOMAN-TO-WOMAN MENTORING: BENEFITS

- | **Improve professional skills** and knowledge
- | **Receive guidance** on making career choices and on strategizing how best to achieve objectives
- | Benefit from **advice on unwritten rules** and insights into the informal politics of organizations
- | Benefit from a **role model**, inspiration
- | Grow in **self-confidence**

A **woman mentor** is able to discuss gender-related issues at work.

A woman mentor act as **role model** and **mirror** at the same time.



Foster an “**ambition is not bad**” culture

Create a **collaboration environment** between women professionals in middle management / executive positions

Understand the importance of **networking**

Present female **role models**

ME-TOTEM MENTORING PROGRAM: KEY STEPS

Mentors & Mentees **selection**

ME-TOTEM developed a six months mentoring program.

Mentor – Mentees **match**

Each couple is matched based on professional background and individual objectives.

Webinar “How to get most out of your mentoring relationship”

Both Mentees and Mentors participate in training sessions to understand what are the ground rules of a mentoring relationship.

Program official **kick-off**

When the program starts, couples organize 1-to-1 mentoring sessions (Skype, Phone, face-to-face). Meetings are organized independently by each couple, taking into consideration schedule and logistics.

6 months mentoring relationship

At the end of the program, benefits and satisfaction from both Mentos and Mentees are measured.

Program **closing** & feedback

WOMEN TO WOMEN MENTORING STORIES #1

Name	Maria
Age	32
Profession	Lawyer - independent
Mentoring Goal(s)	Start-up & Origination, Work-Life Balance
Topics of interest	Business Creation / Networking / Negotiation / Work-Life Balance
Added value from women to women mentoring	<p>“My mentoring relationship has been developed through Skype and - despite the logistic- the feeling and the empathy of my mentor offered the opportunity to develop my goals in the best way for me.</p> <p>During my mentoring path I experienced the possibility to share, in a transparent way, all my doubts and fears: my mentor created a context where I felt to be free to explore them (woment-to-women relation help so much). She stimulated me to select and understand my strengths and my potential (qualities and skills to be developed) in order to create my new business and she offered me her past failures and how she recovered it, allowing me to grow faster in my own business.</p> <p>Thanks to mentoring program I fully understood the power of networking and I started to practice and collect all benefits for my start-up”</p>

WOMEN TO WOMEN MENTORING STORIES #2

Name	Elisa
Age	42
Profession	Strategic Advisor – Big Advisory Company
Mentoring Goal(s)	Career development after maternity leave
Topics of interest	Career Planning / Work-Life Balance / Strategic Thinking
Added value from women to women mentoring	<p>“The 6 meetings in person with my mentor allowed me to invest time in focusing on my career goals. I had the opportunity to receive some insights from a different point of view. Mentoring path offer me the opportunity to see and evaluate other options and opportunities (never seen before). Women-to-women mentoring gave me the opportunity to explore in a genuine way my fears and my limits. My mentor never judge me and she was an important supporter during the mentoring program (and over).”</p>

WOMEN TO WOMEN MENTORING STORIES #3

Name	Viola
Age	38
Profession	Manager - Multi National Company
Mentoring Goal(s)	Career Development / Leadership
Topics of interest	Career Planning / Leadership / Communication
Added value from women to women mentoring	<p>“During my mentoring program I had the chance to spend time focusing on my self: very often we work hard but rarely we invest time in understanding the meaning and the goals of what we are doing.</p> <p>My w-to-w mentoring relationship gave me a protected space where to explore the "ambition is not bad" approach/culture: my mentor share with me her professional experience in a male-dominated business offering me an important role model.</p> <p>Starting from my mentor's experience and thanks to all stimulus she offered me, I had the opportunity to find my way to overcome my limits and manage my professional challenges in the best way for me.</p> <p>At the end of the mentoring program I felt to benefited of an important professional grown and a greater self-awareness.”</p>

THE VALUE OF MENTORING



- Professional mentoring allows for each individual mentee to focus on her distinct set of circumstances, strengths, weakness and come out wiser, **more self-aware and better prepared** to meet the challenges she is faced with, as she shapes her career.
- The mentoring relationship proves to be a unique opportunity for mentors to enhance their management and leadership skills. Mentors experience a **sense of pride** after contributing to the success of another professional and they benefit by gaining new perspective and renewed motivation for their own professional aspirations.
- Organizations that participate in mentoring programs support their initiative to **cultivate diversity and inclusion** while directly impacting the talent pipeline through this concrete developmental tool that provides talent with solutions, guidance, and role models to better their future career trajectory.

CONCLUSION

Gender equality is a topic that impacts the future of our societies and economies. Unfortunately the progress made in the past several decades is unacceptably slow.



Women-to-Women Mentoring Programs are initiatives that raise the consciousness and competence required to assure improved gender balance in the future

*Gender equality is not only the right thing to do,
it is the smart thing to do*