

# Mentorship Initiative

## Frequently Asked Questions (FAQs)

### **What is the Mentorship Initiative?**

We are committed to developing leaders. This program is designed to stimulate new ways of thinking and address current business problems. The initiative supports research reports that show the best run companies have a diverse mix of talented managers..

### **Why invest in a program for women?**

As business continues to change companies need to retain and pay special attention to the management development needs of emerging women leaders. This program will help these mentees identify and address business challenges and navigate more successfully as managers and leaders.

### **What is different from other leadership training programs?**

The Mentorship Initiative is packed with practical knowledge and information targeted for mentees to help them better find their voice inside their organization. Participants receive individual coaching and best practices from senior executives.

### **What are the specific objectives for the Mentorship Initiative?**

- Learn and apply new skills to address pressing business problems
- Maximize communication practices that work
- Network to create and execute on new ideas
- Transfer learning to other leaders/managers
- Stimulate adaptive mindset and entrepreneurial genius
- Develop and express a succinct business point of view
- Leverage male and female management and leadership strengths
- Eliminate behaviors that sabotage professional development
- Strengthen communication practices and management behaviors

### **Who is eligible to participate in the Mentorship Initiative?**

The program is designed for emerging leaders in the middle management and professionals.

# TALKING POINTS FOR SECURING PARTICIPATION IN THE MENTORSHIP INITIATIVE

- Hello *[insert nominee name]*
- Do you have a few minutes to talk? Great, I want to catch you up on something exciting that I have been working on.
- We have taken a big step towards supporting the development of current and future women leaders. Earlier this year, a committee of women, including myself, got together to discuss ways of better understanding the interests of women and figuring out ways that the organization can address these needs and support their development.
- One of the first outcomes of our work is the creation of a women's mentoring initiative.
- We hope the program will move positively towards *(choose a couple of statements from the list below that will resonate with the mentor/mentee)*:
  - Helping women identify and achieve career development goals that support business objectives
  - Building a bench of women leaders who have the knowledge, skills and abilities to be selected for and successful in key leadership positions
  - Fostering higher levels of engagement and career vision
  - Equipping women with the tools necessary to perform to their highest capability within their current roles
  - Creating opportunities to meet and partner with others irrespective of job titles, descriptions or cultural boundaries
  - Creating a culture that sees mentorship as a necessary and effective way of developing individuals
- *Consider offering your personal story/experiences with mentoring.*
- Our plan is to launch the women's mentoring program very soon.
- We would like you to participate in the pilot as a *[insert mentor or mentee]*. You were chosen because *[insert commentary about the person's attributes, personality, experiences, etc. that make them a good mentor or mentee candidate]*.
- We are asking that mentors and mentees commit to formally meeting at least one time per month, though you may choose to meet more often. We will also be offering optional learning events and other activities throughout the initiative that I think you may find useful.
- We are planning a pairing event for mentors/mentees to meet one another and figure out who they would like to work with. We think this event is going to be a lot of fun and a great opportunity to meet/network with other accomplished women.

- We will also hold an orientation/training which will provide you with a detailed overview of the mentoring program and helpful tools that support the mentoring process.
- We are finalizing the dates for the pairing event and orientation training. Right now, we are expecting to hold these on back-to-back days.
- What are your thoughts on what I have just described? Can I answer any questions for you?
- Would you like to participate in the Mentorship Program?
- *If the response is yes* – Great! You will be hearing more details around exact dates/times for the pairing event and orientation shortly.
- *If the response is no* – I am sorry to hear that. Perhaps you would like to in the future or recommend someone else?

# Mentorship Initiative – Briefing Document

## Summary

Recent research reports show that the best run companies by far have a diverse mix of talented employees, many of whom are women. Unfortunately, many women leaders throughout corporate America are leaving the workplace because their expectations or behaviors are out of sync with workplace realities.

Women who do stay in corporate workplaces and who report they are highly satisfied learn how to identify and address their unique challenges. These women are also more frequently perceived as highly effective leaders. As business continues to change we need to retain and pay special attention to the leadership development needs of emerging women leaders.

Participants will learn to:

- Develop and express a business point of view using logic and rational thinking skills.
- Appreciate male leadership strengths and leverage female leadership strengths to create high integrity business outcomes.
- Eliminate behaviors that do damage to oneself, to one's peers or subordinates and/or to the business as a whole.
- Overcome self-limiting mindsets, communication practices and leadership behaviors.
- Apply new skills, knowledge and mindsets that address pressing business problems.
- Measure development progress at key intervals, post program.
- Transfer learning to other men and women leaders.
- Take more personal responsibility for both the quality and trajectory of their career paths.

Target Group:

- Women leaders

Program Goals:

- Provide customized program design, learning activities, and content
- Align executive women leaders around development needs

Candidate Nomination Recommendations:

- Key opinion leaders who have a pulse on the needs of emerging women leaders
- Women in high profile positions businesses want to engage and retain
- Women who would benefit from networking with other senior women leaders

Program Sponsor(s):

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Steering Committee Members:

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Partners:

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# WOMEN'S MENTORSHIP INITIATIVE

## MISSION STATEMENT

While companies have broad range of development initiatives open to employees of all levels, there are numerous studies regarding the importance of leadership diversity in achieving business success.

As such, it is vital to retain emerging women leaders and continue to cultivate their development needs. This group seeks to facilitate the growth of professional women by augmenting the existing tools and skills they need to be successful at varying levels. Key goals include:

- Support emerging women leaders who will help to drive business success
- Foster a work environments that helps achieve business goals

Mentorship is a recognized and proven method for encouraging personal and professional development.