

# Mentoring and the Power of Women Helping Women



**WOMEN**  
INSPIRING  
**HOPE**  
& POSSIBILITY

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# What you'll hear today...

- What mentoring is, and is not
- Why mentoring can make a critical difference for you throughout your career
- How to find the mentors you need
- Why we should all mentor other women
- Easy ways for doing just that
- A sample of mentoring program possibilities

# What is Mentoring, anyway?

- **A helping, learning relationship** based on the goals and developmental needs of the protégé, or student, from someone who's 'been there'.
- **A relationship focused on:**
  - Providing practical career advice
  - Instilling confidence and courage
  - Role modeling success in varied forms

# Mentoring also...

- **Benefits both mentors and students.**
- **Can be formal or informal, structured or unstructured.**
- **Speaks not to what is, *but what can be.***



# Mentoring is not...

Being a:

- ✓ Banker or chauffeur
- ✓ Parent or babysitter
- ✓ Supervisor or manager

# How I got here

Many mentors along the way have taught me...

...to go after whatever I need to learn

...to travel, explore, wonder and be curious

...to think for myself and trust my instincts

...to cope with conflict and office politics

...to start and run a thriving business

...to trust my abilities for leadership

...and to follow my passion

# How did YOU get here?

- Remember who you used to be?
- Who are you today?
- Who helped you get here?
- What did you learn or receive from that person?
- What qualities made them stand out?
- Did you plan to be mentored, or did it 'just happen'?

# Why do I need a mentor?

**Mentoring can make a critical difference in your overall career success.**



- Higher promotion rates
- Higher salaries
- Greater career satisfaction
- Greater personal satisfaction

# How do I find a mentor?

**“When the student is ready,  
the teacher will appear.”**

- Notice those women whom you admire at work, at home, or in your community.
- Which one is most where you'd like to be?
- Ask her for a time to talk, by phone, email or in person. Try offering to take her to lunch!

# What if she says yes?

- Tell her you admire her and why. Ask her to tell the story of how she's reached this point in her career.
- Tell her about your own dreams and aspirations, what you hope to do, what you want to learn.
- Ask her to consider sharing some of what she's learned with you as a mentor.

# Why should I mentor others?

**Because I need it, too.**

- Increases my self awareness
- Hones my own professional skills
- Sharpens communication and listening skills needed in other areas of my life
- Helps develop my own leadership style
- Offers a way to give back

# Easy ways to mentor

- Notice the younger or less experienced woman who shows potential or initiative.
- Take the time to ask about her passions, dreams, goals and plans.
- Look for areas of common interest. Invite her to work with you when possible. Ask if she'd like to have help along the way.

# What if she says yes?

- Take her up on it! Set aside time to get better acquainted. Find out what she needs, what she'd like to learn, where she hesitates or struggles.
- Teach her how to hold on to her own power in the working world.
- Challenge her to grow into her potential.
- Show her how to 'play the game'.



# Mentoring is the Gift of...

- **TEACHING** us specific skills we need to get where we want to go.
- **SEEING** in us the promise of what we haven't yet seen in ourselves.
- **CHALLENGING** us to reach that promise by trying harder and becoming more than we ever thought we could be.

# Mentoring Program Examples

- Center for Women's Leadership at Babson College
  - [www.babson.edu/cwl](http://www.babson.edu/cwl)
- Career Development Days
- Sister to Sister Summits
  - [www.kornet.org/aauwmvil/s2s](http://www.kornet.org/aauwmvil/s2s)
  - [www.aauw.org](http://www.aauw.org)
- GEM-SET: Girls' E-mentoring in Science, Engineering and Technology
  - <http://www.uic.edu/orgs/gem-set/>
- One-on-one relationships

# What you heard today...

- What mentoring is, and is not
- Why mentoring can make a critical difference for you throughout your career
- How to find the mentors you need
- Why we should all mentor other women
- How to find opportunities for doing that
- Sample mentoring ideas



# Closing Challenge

- Go back to the names of those who helped you get where you are today.
  - Tell her, or him, thank you, in writing.
- Go back to the woman you've identified as a potential mentor.
  - Follow through. Speak to her this week.
- Go back to the woman you've identified as a potential protégé.
  - Follow through. Speak to her this week.

# Questions?



**If I can't be the door that opens  
the way to a better life,  
I'll be the hinge  
that holds the door  
open for others.**

**–Alice Coles**  
Bayview, VA  
60 Minutes, 11/30/03

# Would you like to know more? **Contact Wendy Pitts Reeves**

Available for training, workshops and  
keynotes on issues affecting families & teens,  
women and girls, and organizations.

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