

Mentoring and the Power of Women Helping Women



WOMEN
INSPIRING
HOPE
& POSSIBILITY

The logo features a large, stylized, cursive letter 'W' on the left side. To the right of the 'W', the words 'WOMEN', 'INSPIRING', 'HOPE', and '& POSSIBILITY' are stacked vertically in a serif font.

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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 (year long for women)
 - www.babson.edu/cwl
- Career Development Days (1 day for women)
- Sister to Sister Summits (1 day for girls)
 - www.kornet.org/aauwmvil/s2s
 - www.aauw.org
- GEM-SET: Girls' E-Mentoring in Science, Engineering and Technology (on-line for girls)
 - <http://www.uic.edu/orgs/gem-set/>
- One-on-one relationships

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- 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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