

The Mentoring Programs of BPW Around the World

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Goals of the BPW Int'l Mentoring Taskforce

- Make mentoring appealing to junior, middle and senior women executives, professionals, entrepreneurs, etc.
- Mentoring programs can increase membership in BPWs around the world
- Utilize materials and resources already available within BPW
- Encourage BPWs to start their own mentoring program
- Give BPWs around the world suggested guidelines as a starting point for their own mentoring programs
- Promote the sharing of information from BPWs around the world

Types of Mentoring Programs

- Business Mentoring
- Personal Development
- Career Development
 - Skills Training
- Community Mentoring

Over 25 BPWs around the world have a mentoring program

BPW with Mentoring Programs Around the World

- BPW Australia
- BPW Austria
- BPW Canada
- BPW Finland
- BPW France (Toulouse)
- BPW Germany
- BPW Hong Kong
- BPW Italy
- BPW Korea
- BPW Latvia
- BPW Nepal
- BPW The Netherlands
- BPW New Zealand
- BPW Panama
- BPW Singapore
- BPW Spain (Valencia)
- BPW Sweden
- BPW Switzerland
- BPW Thailand
- BPW UK
- BPW USA
- BPW Uzbekistan

What is mentoring?

- Mentoring is where one individual provides support, encouragement and guidance to another, based on their knowledge, life and experience
- Mentoring is a Win/Win situation and provides a two-way learning experience for both mentor and mentee/protégé
- Informal mentoring is where two or more people form a mentoring relationship

The Benefits of Mentoring for Mentors & Mentees/Protégés

- Increased self-confidence and self esteem
- Personal growth and support in achieving goals
- Advancement of knowledge, networking and communication skills
- Increased clarity in personal direction and development of ideas
- Development of skills to enable better career prospects and choices
- A learning opportunity which will provide exposure to new ideas and ways of thinking

How to get Started in Your Country

- Brainstorm - on why a mentoring program is needed
- Form a committee / small group
- Set up mentoring application form and draft program schedule
- Think about possible topics, workshops and speakers
- Think about fun monthly activities

Suggested Guidelines for Selecting a Mentor

What to consider when choosing a mentor include:

- the mentor should be a person with greater experience and knowledge, and, for the first mentoring experience, working in the same environment
- the mentor should have a flexible and progressive style,
- the mentee must trust the mentor, and know that confidentiality will be kept,
- the mentor's personal style should be compatible with and suit the mentee's needs,
- the mentor needs to be a person who will enjoy helping the mentee develop skills and knowledge, and be able to share knowledge and experience openly and honestly.

Suggested Programs/Workshops

- Work and Life Balance
 - Creating Supportive Networks
 - Tips for a Successful Career
 - Marketing Essentials for a Small Business
 - Achieving your key goals
 - Expanding Your Business Through Personal Growth
 - Getting Organised for Success
 - Women and Love
 - Managing your Personal Finance
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- Business Etiquette
 - Bridging Cultural Barriers
 - Creating Professional Presentations
 - Interviewing tips and techniques
 - How to Motivate Your Team or colleagues
 - Lessons of Experience
 - Media relations
 - Negotiating skills
 - Networking
 - Public speaking
 - Running effective meetings
 - Dealing with difficult people

Contents of the BPW International Web Sections – PART ONE and PART TWO

• Part One

- Use it as a resource
- Guidelines on starting and running a mentoring program
- How to select a mentor
- How to select a mentee/protégé
- Suggestions on types of programs to have with the MP

• Part Two

- Showcasing the different types of mentoring programs around the world
- Web Content to be updated twice a year
- Use it as a resource
- To be launched in the summer

Some Information on Mentoring Programs Around the World

- BPW Argentina

- The vision for the Mentoring and Training Programme is to "Develop Professional and Leadership Potential for Women at All Levels"
- Assist women to enter/re-enter the workforce
- Start up and/or advance their business or profession
- Improve work-life balance

- BPW Germany

- Started as a Young BPW Initiative in 2000
- Focus on Career and Personal Development
- Support on the following subjects:
 - First job entry, progress in a professional career, founding their own business or to combine career and family life, job interviews, improve communicational skills, negotiate salary increases, etc
- Striving for women to reach their potential

Some Other Types of Mentoring Programs

• BPW Hong Kong

- Mentoring Program established in 2003/2004 with corporate sponsors
- Increased membership by 100 percent
- 20-30 pairs of mentor/protégés
- Original goal was to get 20 somethings to join BPW Hong Kong
- Monthly chat & shares
- Monthly workshops
- In the new BPW International Website – Guidelines on how to set up a mentoring program
- - Guidelines for mentors and protégés

• BPW Latvia

- The first mentoring program for entrepreneurs in Latvia started in 2005, implemented by the businesswomen and leaders association “Lidere” in co-operation with the Women’s Enterprise Agency (Finland) and with the Ministry of Economics of the Republic of Latvia.
- The aim is to support new entrepreneurs
- In April 2006, BPW Latvia started a Mentoring program for women entrepreneurs

More Mentoring Programs Around the World

Community Mentoring & Skills Training

- **BPW Australia**

Community Mentoring

- Long running community mentoring program in BPW Geelong to help single mums, schools leavers, high school girls, etc. – now focusing on a mentoring program for BPW members
- BPWs around Australia launched their mentoring programs in 2006

- **BPW Singapore**

- E-biz business mentoring microsite /blogsphere

- **BPW Nepal**

Skills Training Programs

- Micro-credit programs
- Poverty Reduction Scheme via socio-economic activities (Kathmandu, Patan, Bhaktapur)
- Capacity-Building Programs to promote income-producing skills such as running a bakery or seamstress business
- Organising women cooperatives for rural and urban women

Mentoring Programs targeting high school girls, and the IDP

- **BPW Korea**
 - Summer leadership program for high school girls
- **BPW Panama**
 - For over 30 years, **BPW Panamá** has had a mentoring program for third year university students who receive benefits over a period of two to three years
- **BPW USA**
 - Originator of the Individual Development Program (IDP)
 - On a series of topics for junior to middle executives
 - Young Careerist Program
- **BPW Canada**
 - Mentoring modules

Success Teams

shared by Sabine Schmelzer of BPW Basel, Switzerland
former 2nd Vice President, BPW Germany

- **What is this all about?**
 - 3 - 5 people
 - meeting regularly every 2 - 4 weeks
 - for 2 - 3 hours
 - for 6 - 8 months
 - for mutual
 - encouragement
 - advice and support
 - exchange of ideas

- **What is it all about?**
 - Personal and professional goals
 - Systematic approach
 - Working team
 - Rules for working together

Structure of the Meetings

Onset

Information on the status of matters - approx. 5 minutes

Support

Mutual support with advice and action – approx. 15 - 20 minutes

– *Important*

- punctual start
- clear time structure
- who moderates/supervises the adherence to the time structure?
- keeper of the minutes or does everybody write?
- no repetition for latecomers
- information to absent team members

– *Home Work*

- Each member summarizes in writing for two minutes action items for the next gathering

Benefits and Basic Prerequisites

- **Benefits for each member**
 - *working persistently and resolutely on her goals*
 - *advice and feedback from the others*
 - *individual approach*
 - *self-discipline*
 - *small, reliable network*
 - *win-win situation for everybody*
- **Basic Prerequisites**
 - *Openness and curiosity*
 - *perseverance*
 - *energy*
 - *positive, constructive and respectful attitude*
 - *trust and understanding*
 - *involvement and commitment*
 - *willingness to learn something new*

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 - BPW Geelong member Olive Stonyer
- Members of the Mentoring Taskforce and Chair Ninette Trifiletti

BPW International Mentoring Taskforce

We trust the above information will enable you to develop a successful mentoring program.

Good Luck!

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www.bpw-international.org/services/bpw-services-mentoring.htm