



Presentation

Mentoring women for corporate success

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Definition

“A process that supports and encourages learning to happen, leading to personal performance improvement and development of leadership talent for the benefit of the organisation.”

Coaching or mentoring?

Dimensions	Coaching	Mentoring
Subject focus	Job-focused	Person-focused
Duration	Short Term objectives	Long Term objectives
Result orientation	Solution oriented	Process oriented
Task orientation	Task at hand	Beyond task at hand
Development focus	Skills and performance	Potential and talent
Agenda	Coach in the lead	Mentee in the lead
Specific goal	Performance	Network, politics, culture

Corporate programs

- Senior women in the lead
- Strategic alignment
- Internal communication
- Transparent matching process
- Voluntary nature
- Preparatory workshops
- Guidelines
- Continuous evaluation

Elements for successful relationship

- Trust
- Reciprocity
- Skills
- Clarity on goals
- Planning
- Boundaries
- Emergency exit

Our network's definition

“Mentoring is a voluntary, developmental partnership through which a more experienced person (the mentor) shares her knowledge and skills to support someone else (the mentee) in achieving her career objectives”.

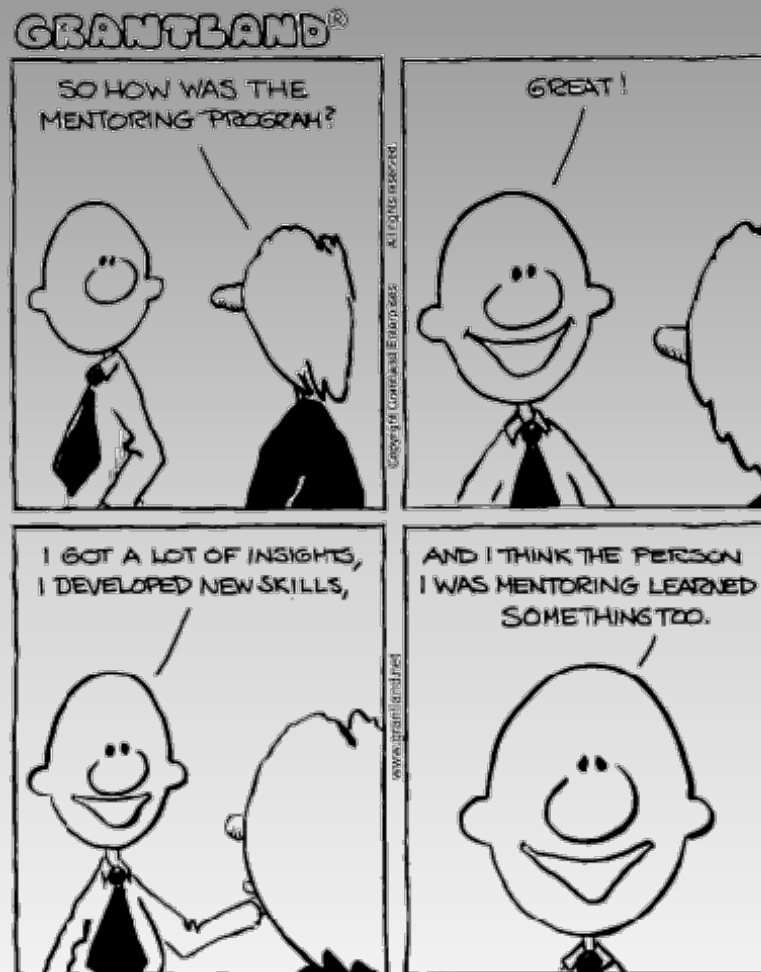
“Mentoring is successful when the mentee is not afraid to ask any question that pops into his or her mind”.

Key success factors network mentoring programs

- Establish guidelines
- Organize workshops for mentors and mentees
- Design and manage the matching process
- Provide documentation
- Electronic follow-up

Guidelines

- Listening with an open mind
- Being receptive to what the other has to offer
- Observing without judging
- Being frank without being offensive
- Punctuality and respecting each others time
- Following up on commitments
- Encouraging and supportive behaviour
- Allowing mentee to find own solutions
- Expressing gratitude



Links

- www.europeanpwn.net > About Us > Publications: Mentoring – A Powerful Tool for Women (order online or at Amazon)
- www.centreforinclusiveleadership.com
- Expected in October: De zijderoute naar de top, ISBN-13 9789047002604;
[http://www.managementboek.nl/boek/9789047002604/de zijderoute naar de top mirella visser](http://www.managementboek.nl/boek/9789047002604/de-zijderoute-naar-de-top-mirella-visser)