

## **The actual Mentoring Program in Luxembourg**

Until end of June 2005, the Mentee defined on the basis of the attached check-list (annex 1) the areas in which she wants to be promoted and wherein she is prepared to go new ways.

The matching with the suitable mentor was done within the Project Team Members of the six participating organizations from July to September 2005.

Starting October 2005 the mentees planned and initiated about 10 meetings during one year with their mentor (for example common lunches) to discuss her questions. Furthermore, five training days have taken place during October 2005 and October 2006, whereof two are only for the mentees and three are with mentees and mentors together.

At the end of the program in October 2006, a satisfaction survey of mentees and mentors will be done and the results (on a no-name basis) will be reported to the companies and the Ministry of Equal Opportunities in Luxembourg.

## **The participating organizations**

- Bank Hapoalim (Switzerland) Ltd. Luxembourg Branch
- BDO-Compagnie Fiduciaire Luxembourg
- Deutsche Bank Luxembourg S.A.
- DuPont de Nemours (Luxembourg) s.à.r.l. and DuPont Teijin Films Luxembourg S.A.
- Goodyear Luxembourg Tires
- IEE S.A.

## **The organizing team**

- Christel Klapper, Individual- und Organisationsberatung
- Rita Knott, Coaching • Mentoring • Consulting

## **The supporting institutions**

- Deutsche Bank AG Frankfurt
- EWMD, the European Women's Management Development International Network, Brussels
- Ministry of Equal Opportunities Luxembourg