



MENTORING

What is Mentoring?

Mentoring is a process where a person, the mentor, shares her/his own experience and knowledge in view of developing potential capacities and competences of the mentee, the woman to be promoted.

Why Mentoring ?

Mentoring for women is a means to break up rigid structures and to start to go new, more flexible ways, to integrate all participants according to their qualifications. Mentoring is not at all a new concept, it is just new in its application to female promotion.

Mentoring as a human resource development strategy and individual promotion tool should therefore contribute to a direct promotion of women. A personalized promotion, as it is possible through a mentoring program can highlight competences of female employees, promote human resources in a more easy way and thus obtain better working results. Therefore mentoring programs bear advantages for all participating partners: for the promoted mentees, the direct hierarchical superiors, the companies and the male or female mentors. Within the companies, the mentoring programs very often support the internal communication and ease the flow of experiences and company cultures.

In a Cross-Mentoring Project, where mentors and mentees come from different companies and where each corporation participates with the same number of mentors and mentees, the participants exchange experiences between the different corporate cultures too.

The particular goals are:

- To increase the percentage of women in leading positions
- To foster the personal development of the participating female mentees
- To exchange knowledge and experience
- To improve leadership capacities
- To get to know another corporate culture and other structures
- To create benchmarking between the participating companies
- To extent networks.