MENTORING FOR PEACE AND DEVELOPMENT

Graduate Women (Fiji)
BULA from Fiji!
Since 1983

Mentoring for Peace Workshop . July 2019
https://www.youtube.com/watch?v=dAo5EPZhf3k
EXPECTATIONS & OUTCOMES

Consider mentoring as a powerful tool for peace and positive change.
EXPECTATIONS & OUTCOMES

*Comprehend* what it takes to be a great mentor and mentee.
Create an outline of a mentoring program that can work in your community.
EXPECTATIONS & OUTCOMES

**Consider** mentoring as a powerful tool for peace and positive change.

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WHY MENTORING?
Think of ONE.
THE BENEFITS

Builds **confidence**

Opens doors to new **opportunities**

Gives access to solid, professional **networks**

Helps others attain career or business **success**

Empowers emerging **leaders**
LET'S LOOK AT THE FACTS

59%

More likely to pay it forward
Of female mentees continue the cycle
https://www.youtube.com/watch?v=TjBB1a-ZpNI
Women only hold 24% of senior roles across the globe
WHY MENTORING FOR PEACE?
Women in peace-building increases the probability that violence will end by 24%
Including women as negotiators, mediators, signatories, and witnesses increases the probability of a peace agreement lasting at least 15 years.
Women in the labor force

Country 30 times more likely to experience internal conflict

10% VS 40%
WHAT DO WE KNOW NOW?

1

The key ingredient to a peaceful society is to build a quality representation in local female leadership.
WHAT DO WE KNOW NOW?

2

Having more gender-equal societies results in more stable and peaceful states.
WHAT DO WE KNOW NOW?

3

Therefore, we need more female leaders, and mentoring empowers emerging leaders.
WHAT IS MENTORING?
MENTORING IS...

A unique relationship

A flexible and dynamic process

A growth mindset
A UNIQUE RELATIONSHIP
A FLEXIBLE & DYNAMIC PROCESS

Photo credit: Harvard Business Review
A GROWTH MINDSET

Photo credit: Code Like a Girl
“A mentor is someone who allows you to see the hope inside yourself.”

- Oprah
A mentor never ‘pushes’, whether by telling, instructing or giving advice. Instead, they help someone solve their own problems through:

**Pull:**
- Asking questions
- Giving feedback
- Listening to understand
- Suggesting options
- Paraphrasing and summarising
- Offering guidance
- Giving advice
- Instructing
- Telling

**Push:**
- Solving someone’s problem for them
KEY BEHAVIORS OF MENTORS

Listen actively
Ask clarifying questions
Avoid making assumptions
KEY BEHAVIORS OF MENTORS

Recommend strategies
Act as a sounding board
Demonstrate an open mind
KEY BEHAVIORS OF MENTORS

Willingness to learn

Lead by example

Identify resources and contacts
KEY BEHAVIORS OF MENTORS

Encourage to think creatively
Motivate new ways to approach
Commitment to partnership
“Power expands when it is shared.”

- Alyse Nelson, CEO, Vital Voices
THE MENTEE

Photo credit: iStockphoto
WHO IS YOUR IDEAL MENTEE & WHY?

Age
- Emerging women leaders?
- Mature women in 30s?
- High school students?
- Recent graduates?

Industry
- Academia?
- Civil Society?
- Technology?
- Climate Change?
- Government?
- STEM?
- The Arts?
- Young Women in Business?
MENTEE TIPS

Prepare and ask relevant questions

Be respectful of your mentor’s time

Ask if you can record your conversation
MENTEE TIPS

Ask if you can follow up and exchange contact info

Ask yourself what you learned from the meeting

Thank your mentor for their advice
SAMPLES OF QUESTIONS TO ASK

Why do you do what you do?

What values are you committed to?

Think back to five years ago. Did you envision this is where you would be?
SAMPLES OF QUESTIONS TO ASK

What’s the best advice you can give to help plan a career rather than simply work to keep a job?

What do you do to live a balanced life? How do you balance your work and home life?
SAMPLES OF QUESTIONS TO ASK

How do you encourage innovative ideas?

Can you tell me about a time when you had a difficult boss? How did you handle it?
MENTORING PROGRAMS
INFORMAL MENTORING

Flexible
As needed basis

Emotional
Mentors are often individually chosen by mentees thereby they have more emotional investment

Open-ended
No formal beginning or end
Informal Mentoring

You are here:  Home > Alumni and Friends > Get Involved > Informal Mentoring

Alumni and Friends

Stay Connected

Get Involved

Share your personal and professional experience with Trinity students and young alumni.

Do you remember what it was like to be a student navigating the path through university and making
Find connections through Trinity College's global community

START NETWORKING
Mentorship match

Formal and informal mentoring is the backbone of the communications profession, and essential to our sector’s continuing professional development.

IABC Wellington is helping to connect the capital’s professional communicators and support informal career development through our mentoring programme. We aim to act as a catalyst for making connections and establishing relationships between two people to exchange best practices and professional knowledge.

At a time of tight budgets, this is a simple, free way we can all ensure we continue to grow and support our profession. Mentoring is truly a shared learning experience that not only benefits the mentee, but the mentor too.

For the mentor, the experience expands leadership and management skills, and creates an opportunity to apply coaching, teaching and listening skills. The experience helps the mentor to examine a new perspective outside their workplace and is a way for them to give back and help build future leaders for the communications profession.

For the mentee, the partnership is a tremendous learning experience that provides the opportunity to gain knowledge, insights and wisdom, not to mention some free coaching from “the best of the best.” There is no doubt that a good mentor can be one of your most valuable career assets.

Proposed time commitment

- Six months
- Meetings for 30 minutes to an hour bi-weekly, or as agreed by the mentor and mentee. Meetings may be in-person or over the phone, but there should be at least two in-person meetings.

IABC Wellington’s involvement

IABC Wellington holds a register of communications professionals who want to learn from each other. We match people looking for mentors with people willing to share their knowledge and experience with their profession. It is totally up to you how you decide to run the sessions and how often, although we suggest a preliminary agreement of six months, with bi-weekly or monthly meetings of about 30-60 minutes.
Include Empower Group Mentoring for Emerging Female Leaders

GROUP MENTORING FOR EMERGING FEMALE LEADERS

Compared with men, women face unique challenges in their journey to leadership. Mentoring is an established technique for empowering

Women in Leadership Challenges

Graduate Women (Fiji)
The Value of Group Mentoring For Emerging Female Leaders

Benefits that flow to emerging female leaders from group mentoring include:

+ Peer Support
+ Self-Awareness
+ Personal & Professional Growth
+ Collaborative Effectiveness
+ Goal Clarity and Accountability
+ Networking and Influencing Skills
+ Performance

Organisational Benefits
FORMAL MENTORING

Structured
Signed agreement

Deliberate
List of goals

Timelines
Has a formal beginning and end of the program
HerLead Fellowship Program

STAY IN THE KNOW
SIGN UP FOR NEWS, IDEAS AND EVENTS.

Email
Zip Code
SUBMIT

20 COUNTRIES, 117,000 PEOPLE.
20 COUNTRIES. 117,000 PEOPLE.
That is the reach HERlead Grantees have had — so far. Each of these young women knows that leadership is about collaboration and paying it forward, and is using these lessons to create real change across the globe.

See Impact

HERLEAD FELLOWSHIP

Training and Empowering the Next Generation of Female Leaders

Since 2011, the HERlead Fellowship has trained, mentored and inspired over 310 high school girls from across the U.S., Canada and Puerto Rico to become the next generation of female leaders. Young women are empowered and equipped with the leadership skills they need to effect global progress, invest in their communities and begin their individual leadership journeys. HERlead has also provided grant funding for more than 246 social impact projects to date.
The Global Ambassadors Program

ABOUT THE GLOBAL

HOW WE STARTED
In 2012, Vital Voices and Bank of America developed a signature partnership to accelerate women’s leadership and economic empowerment throughout the world.
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Our work is rooted in a shared history of investing in leadership development, guided by a belief that strong women leaders are vital to healthy, vibrant communities and core to creating economic growth.

WHAT WE DO

The Global Ambassadors Program connects women leaders (mentees) — at a tipping point in their professional, business and leadership paths — with established women executives (Global Ambassadors or mentors) for mentorship.

We take an innovative, immersive approach to mentoring in regions around the world; offering in-person exchanges, business acumen and skills training, networking and personal development workshops.

See Global Ambassadors >> and Mентees >>

See How We Work >>

See Results & Impact >>
Commercial Leadership Program (CLP)

The Commercial Leadership Program (CLP) is a two-year developmental program in sales and marketing. Throughout the two years, you will either have 3 or 4 rotations, depending on your business unit. You will be placed in thoughtful, challenging roles to develop critical skills like leadership, critical thinking and taking initiative. You will be working with the best and brightest in a fast pace environment with leaders who will take time out of their schedules to support your development.
Cherie Blair Foundation for Mentoring Women in Business Program
WELCOME

Across physical and cultural distances, people from around the world are coming together to change lives. By combining mentoring with technology, the Mentoring Women in Business Programme is pioneering a new way of supporting women entrepreneurs...

THE PROGRAMME

Many women in developing and emerging markets have the ideas and ambition to become successful entrepreneurs but are held back by barriers such as lack of access to business skills, technology, networks and finance. In response, the Foundation has developed an innovative solution that combines mentoring with technology to offer cross-border support to women entrepreneurs.

We match women in developing and emerging countries with male and female mentors around the world. Using our online platform, they spend 12 months working one-on-one to achieve key business goals. Participants build their business skills and digital literacy through our trainings, and become part of a global community of committed, ambitious entrepreneurs who are invested in each other’s success.

The programme boosts confidence, improves business performance and ultimately creates wealth for the entrepreneurs we support.
GLOBAL MENTORING WALKS

Connecting women leaders around the world through mentorship. A historic 174 Global Mentoring Walks will take place in 62 countries around the world in spring 2019.

For more than 20 years, Vital Voices has identified women who understand that power expands the...
STARTING YOUR MENTORING PROGRAM

Let’s do this together!
1

WHO

Who are you targeting?
Who will be the mentees?

**TIP:** Think about the mentees first, then you will know which mentors to approach. Do a call-out for mentees you are targeting first then invite mentors.
Informal or Formal?
(set timeframe)
Think about your mentees, what will work best for them?
What is the goal or what are the goals?
Will there be a theme?
3

WHEN

When is the best time for the people you are targeting?
When is the best time for the organisation?
4

NUMBERS

#

How many mentees?
How many mentors?
WHERE

Where is the best place to have the program?
AGENDA

Will you be presenting?
Will there be VIPs or Guests of Honor?
Will there be speakers?
Will you invite the media?
Will there be food? Lunch, Breakfast, Morning tea, Afternoon tea?
You definitely need information sheets. Do you need worksheets? Sign-up sheets? Mentor-Mentee Agreements?
MEDIA

Press Conference?
Media Release?
TV Interviews?
Photographer? Videographer?
10

BUDGET

$=

How much money do you need?
How about sponsorships or partnerships?
IMPORTANT TIP 1:

MENTORING requires essential **SKILLS**.
IMPORTANT TIP 2:

MENTOR-MENTEE Matching is KEY.
IMPORTANT TIP 3:

Do a post-program survey and get important feedback.
We would love to hear about your programs!

info@graduatewomenfiji.org
@gradwomenfiji
THREE-MINUTE SURVEY

https://mariaronnaluna.typeform.com/to/fxMdEZ
“Every girl, no matter where she lives, deserves the opportunity to develop the promise inside of her.”

- Michelle Obama
Vinaka Vakalevu,
Dhanyavaad,
THANK YOU.
Let’s keep the fire burning!