

The BPW Mentoring Programme: Viewpoint of a Mentee

Mentoring a tool for empowerment
of professional and business women

Pre-Mentoring Situation

- Not sure about professional development
- Not focussed on professional development
- Impression of losing time
- Female work-life-balance dilemma, mid 30s
- Realisation of having to do something worthwhile until my retirement in 2035 ...

First Contact with BPW Mentoring Programme

- Meeting with Marianne Plattner
- Challenge to formulate a goal, to focus
- Focussing means discarding other options
- Long reflections, first time in life!
- Finally, my goal: Find out if I want to become a specialist or move into management!

Finding a Mentor through the BPW Mentoring Programme

- Matching of mentee and mentor through BPW Mentoring Responsibles
- Goal, defined by mentee, determines which mentor is most suitable
- Finally obtaining contact details of mentor
- Blind date feeling ...

First Meeting of Mentor and Mentee

- Find out if they want to work together
- Agree on frequency, place, durations of mentoring meetings.
- Signing of agreement between mentor and mentee
- Agreement handed over to BPW Mentoring Programme responsible => Commitment!

Subsequent Meetings of Mentor and Mentee

- Mentor sounding board, sparring partner to mentee
- Mentee defines own steps in order to reach big goal
- Mentee gives herself „homework“ for next meeting => Commitment to achieve results!
- No procrastination possible this way ...

Advantages of Being in Mentoring Programme

- Mentor / mentee share satisfaction if steps towards a goal worked out!
- Mentor supports mentee if setbacks in steps towards goals
- Mentor has alternative ideas how to overcome setbacks
- Mentor supports mentee that goal is worth fighting for!

My Own Success Story Overcoming A Setback I

- Goal: Find out if I want to become a specialist or a manager
- Step 1: Obtain company-paid management training of 2 weeks to find out
- Filled in all necessary forms for Board decision
- Board decided no
- Feeling of frustration

My Own Success Story Overcoming A Setback II

- Feeling of frustration could be discussed with mentor
- Ideas for alternative steps
- Mentor advised to prepare „elevator speech“, convincing management to pay my training
- Trained „elevator speech“ with me
- Supported me that this training was a good idea

My Own Success Story Overcoming A Setback III

- Opportunity to talk to big boss
- Big boss questioned whether legal counsel really needs a management course
- Prepared, I held a great „elevator speech“
- Got approval for the training
- Best moment of my work life in 2008!

My Own Success Story Overcoming A Setback IV

- Due to focussing on a goal, professional behaviour more secure
- Aplomb gets noticed at work => more responsibility
- Feeling of not being „alone“ in difficulties
- Certitude that I can overcome setbacks with success

Personal Lookout 2011/2012

- Looking for new, bigger professional goal
- New goal: HOW to get into a challenging managerial position?
- Want to become a mentee for this goal again in 2011 or 2012
- Want to contribute to growing success of BPW Mentoring Programme– as a mentor or by telling my story

Personal Finding

- Mentoring makes you more focussed
- Mentoring makes you more resilient
- Mentoring gives you new ideas
- Mentoring is ... *THE* THING!

Ladies: Get Yourself A Mentor!