

*Join us for the
Mentoring
Workshop on
8 March at the
Mercure in Sophia
Antipolis*

Articles:

Mentoring News	1
What is Mentoring	1
Can I be a mentor	2
Why be a mentor	2
Why be a mentee	2
What to do now	2

European Professional Women's Network Nice-Côte d'Azur

Mentoring News

- The U.S. State Department and FORTUNE have created the 'Most Powerful Women' mentoring program, where top U.S. women executives mentor women in emerging from around the world.
- According to a survey of 300 business executives, 69% say they have mentors and 66% say they are themselves a mentor.
- But 77% of women say they lack mentoring opportunities
- The FTSE 100 Cross-Company Mentoring Scheme, which is backed by 33 Chairman and CEOs, who have signed up to act as mentors for women in the 'marzipan layer'. The mentoring helps women's careers in ways designed to secure appointments as executive or non-executive directors of FTSE 100 companies, or equivalent positions in the public sector.

What is Mentoring?

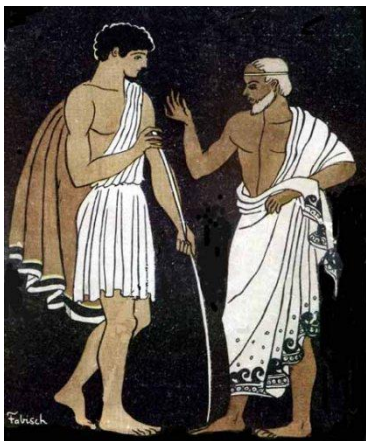
David Clutterbuck, one of the leading authorities on mentoring, says that everyone needs a mentor. But what is mentoring?

"Mentoring is a relationship that is created to share knowledge and experience in a purposeful way."
(Women@work No. 7
Mentoring. A powerful tool for women)

Mentoring includes coaching, facilitating, counselling and networking. It is not necessary to dazzle the protégé with knowledge and experience. The mentor just has to provide encouragement by sharing his enthusiasm for his job. (David Clutterbuck)

What is the difference between coaching and mentoring?

Coaching is an enabling and helping process whereas Mentoring is supporting. It is for this reason that coaching is best done by someone who is trained as a coach whereas mentoring can be done by anyone.



Mentoring is a brain to pick, an ear to listen, and a push in the right direction.

John C. Crosby

Can I be a mentor or a mentee ? What does it involve ?

What skills does a mentor need?

The main skills a mentor needs are listening and questioning. Developing empathy and rapport are also important to the relationship between mentor and mentee. To mentor well requires a process.

Can I be both a mentor and be mentored?

Yes, and even co-mentor with the same person.

How much time will I need to allow for mentoring?

This will vary and can be negotiated between mentor and mentee.

Some of the mentoring can be done via telephone and e-mail.

A typical mentoring meeting may last around an hour and can be held once a month, or more often as required.

The relationship may last for a short amount of time – a couple of months perhaps if the need is short term, or longer, 12 months for longer support needs. There is no firm rule here.

Why be a mentor?

- Knowing you are making a difference
- Development of yourself
- Gaining new knowledge and insights

Why be a mentee?

- You have a need to have someone support you – in terms of your own growth, development, career change etc.
- To re-motivate your self
- To have sounding board for your ideas

What to do now if I want to join the programme?

Attend the workshop on Saturday 8 March, 9:30 – 13:30

Hotel Mercure, Rue Albert Caquot, 06560 Sophia Antipolis

Register on the [EPWN website](#) by clicking [here](#).

Reflect on what you may wish to be mentored on or offer mentoring around – that is your needs and offers.

If you cannot attend the workshop but would like to be a mentor or mentee, please download the appropriate profile from the [mentoring website](#) by clicking [here](#) and send it to mentoring@europeanpwn-nice.net. We will try to find an appropriate match for you during our workshop.

