

*Join us for the
Mentoring
Evening on
26 June at the NCI
Business Center in
Sophia Antipolis*

Reminder

*The next Mentoring
Workshop with
Matching Session
takes place on
Saturday, 4 October
from 9:30 am to
1:30 pm*

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

Mentoring News

A Gartner study from 2006 shows that

- 25% of employees that are enrolled in a mentoring change see a salary-grade change while only 5% of those who did not participate in a mentoring programme experienced such change
- Mentors are promoted 6 times more often than those not participating in a mentoring programme
- Mentees are promoted 5 times more often than those not participating

EuropeanPWN Nice-Côte d'Azur Mentoring Programme

- During the Mentoring Workshop in March 14 Mentoring pairs were created
- 18 members of the EuropeanPWN Nice-Côte d'Azur Network are now involved in mentoring. This corresponds to 32% of the membership

Women in Business Networks

At the beginning of the year, Hewlett Packard invited 140 women from 24 countries to their EMEA Women's Summit 2008, where development opportunities for women were discussed.

But why is there a need for women to discuss this topic?

The reasons are rather simple: While women are as well educated as their male counterparts and represent almost half of the workforce, they are

still rare at the top. A study of Cranfield University showed that while there is an increase in the number of women in non-executive roles, of the UK FTSE 250 companies only 7.6% had female executive directors. Looking at all executive directorships only 3.9% were filled with women.

Getting into executive positions generally requires networking. But women are either not welcome in the 'old boys'

networks or they do not want to be part of this environment.

A way out is professional women networks like the EuropeanPWN, where women get the opportunity to discuss issues at work and to get advice. Increasingly there are mentoring programmes set up that help women to achieve their goals. And ... not to forget, these networks are also an excellent tool for identifying talents.



The first mentor in history was actually a woman in disguise: the goddess Athena took the aspect of the old Mentor to accompany the young Telemachus on his search for his father Odysseus

"Embrace it. As a mentor share your experiences and philosophy. As a mentee take advantage of the opportunity. Take the best and leave the rest. Remember that you are the one who ultimately has to make the decisions and will be judged accordingly.

Stan Farlin



Criteria for successful mentoring relationships

When thinking about starting a mentoring relationship there are several criteria that can help mentors and mentees on their voyage.

- The mentee should initiate the mentoring relationship thinking about criteria for a mentor like
 - Experience
 - Self-confidence
 - Accessibility
 - Empathy
 - Ability to build up trust and to provide support
 - Personal and professional integrity
 - Enthusiasm to help the mentee to succeed
 - Interest in advancing the own knowledge & skills
- Outline framework for mentoring relationship (goals, deadlines, expectations, frequency & way of communicating, ...)
- Evaluate progress ((re-)evaluate goals, deadlines & relationship regularly and adapt)
- Concrete actions that mentee needs to stick to (defined by mentee)
- End relationship when deadlines are achieved and relationship has lost its complementarity

Mentoring Evening

We would like to help you in your efforts to get the most out of your mentoring relationship. Therefore we will conduct an informal **MENTORING EVENING**, where you have the opportunity over a glass of wine and some finger food to ask questions, exchange experiences and suggest how to improve not only mentoring relationships but also our mentoring program.

Date & time: 26 June, 7 pm

Location: NCI Business Center, Salle Miro (top floor)
Villlage d'Entreprises Greenside
400 av. Roumanille
Sophia Antipolis

It is near the St Philippe golf course. When you arrive in the Village d'Entreprises you need to drive all round the Ernst & Young Building. The NCI building is # 7, the last one. The Miro conference room is at the top of the stairs . The business center is closed out of office hours. If the front door is closed please call Julia on +33 611 31 33 10.

Please sign up by either [clicking here](#) or by going to our EPWN calendar.