



PWN MILAN

2020 Mentoring Program

Milan | March 18th 2020



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#mentoring

#networking

#womenempowerment

#leadership

#genderbalance

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Agenda

- ❖ What is Mentoring?
- ❖ PWN Milan Mentoring Program
 - ✓ *Facts*
 - ✓ *PWN Methodology*
 - ✓ *2020 Program – News and Agenda*

WHAT IS MENTORING

*“A mentor sees something in the mentee that she could never see on their own; and moves them in a direction to discover **opportunities to grow** ”*



Mentoring is a **voluntary partnership** through which a person with relevant experience (the mentor) **shares knowledge & skills** to support someone else (the mentee) in achieving professional development objectives

Mentoring plays a critical role in the progression of women professionals in all sectors: **lack of mentoring, exclusion from networks**, and **absence of women role models** are key barriers to career advancement for women.

MENTORING RELATIONSHIP ROLES



MENTOR

acts as a **source of information** and **guidance** with **constructive advice**

encourages and facilitates her Mentee's professional growth

supports her Mentee in **evaluating** her decisions and plans and - when necessary - highlights potential pitfalls

seeks **guidance and advice** on her professional development

is **eager to achieve new skills** and knowledge and **appreciates constructive feedback**

accepts responsibility for her own decisions and **takes action on objective advice** received from her Mentor

MENTEE

MENTORING PROGRAM GOLDEN RULES



Define clear mentoring goals & keep track and follow-up on topics and issues covered are key factor for successful mentoring relationship

- ✓ Listen actively
- ✓ Make yourself available
- ✓ Do not judge
- ✓ Keep an open mind
- ✓ High confidentiality

PWN MILAN PROGRAM MENTORING FACTS



The first **women-to-women, cross-company, cross-culture** program in Italy
From 25 women involved in 2010 to >120 women in 2019 edition, thanks
to **great interest** and increase in participation rate

Top Management Position Women as Mentors

Participants from a **wide variety of companies**

Accenture, A.T. Kearney, Avanade, Aviva, BASF, BCG, Coca Cola, Crédit Agricole, Danone, Deloitte, Deutsche Bank, Ernst Young, Gruppo Falck, Google, Intesa Sanpaolo, Istifid, Lazard, Legance, Nestlè, Oracle, Paul Hastings, Roedl&Partners, Royal Bank of Scotland, Sanofi, Sisal, State Street Bank, Swatch, Thomson Reuters, UniCredit, Vodafone and many more

Benefits for
> 1000
women
in 10 editions

A few examples of subjects covered

Career planning – Job Transition – Communication – Marketing your business/yourself
– Emotional Intelligence – Assertiveness – Networking – Work-life balance – Leadership

MENTORING METHODOLOGIES: OUR RULES



The emphasis is on **professional development**: mentors are matched with mentees to support specific career or business-related goals.

Our methodology is based on **three ground rules**, that are proved to be keys for the success of the program:

- › **provide knowledge & support**: objective of the training sessions to mentors and mentees is building a **common understanding of the ground rules**
- › **shared vision** of the **mentoring relationship**: objective of the kick-off meeting is **setting clear, achievable, measurable goals**
- › ensure that **goals are realistic and agreed** within the couple: objectives of the follow-up sessions are **anticipate potential problems and maximize the benefit** of the relationship

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MENTORING METHODOLOGIES

MENTORING ONE-TO-ONE



Mentee benefits from the experience of the mentor

Focus is on individual needs

Mentee leads the relationship:
defines topics & organizes
logistics with the mentor

REVERSE MENTORING



6 Mentees benefit from the experience of young mentors
A path to boost the digital know-how

A journey where different states of mindset meet, talk, improve

Mentors are the leaders
The group has common goals
and fixed sessions

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2017 TRADITIONAL 1-TO-1 MENTORING



Mentoring is recommended for anyone who is in a moment of:

- **Transition**
- **Change**
- **Professional challenge / repositioning**



A **Mentor** is an experienced person willing to give her time and wisdom to another woman, with:

Commitment

Willingness

Approachability

Experience

Personal Skills



When & Where – Meetings take place monthly from June to December and – depending on the preferences of mentors & mentees – can be in person, over the phone, or via web

Mentoring Angels



Laura Micciché



Alessia De Albertis



Silvia Rigamonti



Alissia Molteni



Anna Stellari

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2020 REVERSE MENTORING GROUP

*“We will share our knowledge about the **social media world** and the **personal branding universe** in order to give you all the keys to **design your own customized self-marketing strategy**, adding value to your job career”*

What is Reverse Mentoring?

- A **sharing** of competences among Millennials and experienced women
- A **path** to boost the digital know-how
- A **journey** where different states of mindset meet, talk, improve
- A **lab** where to challenge ourselves and improve

When & Where – 5 meetings, from June to December, one per month.
Dates will be fixed and available when we will open Mentee’s Application



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2020 MENTORING PROGRAM

SELECTION

For Mentors (March 19-27):
The PWN team will select the Mentors based upon their bios!

For Mentees **one to one and for Reverse** (April 6-17):
All Application should be well written by potential mentees!

MATCHING

Speed date (May 6th)
Mandatory for ALL!

Mentees will have **the opportunity to meet up to 6 mentors**, you need to be ready & proactive in reading the Mentors bios on line and find your favorites during the event to chat for 5 minutes!

TRAINING & KICK-OFF

Kickoff meeting (June 4th)
Mandatory for ALL!

Mentors & Mentee separate **training sessions** – 17,30/19h

Meet your partner & schedule the first mentoring date – 19h

2020 PWN MILAN – MENTORING PROGRAM AGENDA & EVENTS

APPLICATION Phase

Launch event: March 18th

Mentors' recruiting: from 19 to 27
March

On line application and Bios

Mentee Application:

- from 6 to 17 April on line application
Mentors' Profiles
- Mentors Bios ON LINE from April 6
for Mentees' check

MATCHING Phase

Speed Dating Event: May 6th

MANDATORY

Mentors & Mentee : June 4th

- training sessions from 17,30 to 19h
- Kickoff meeting – from 19h

MANDATORY

PWN Milan REVERSE MENTORING – THE TEAM



Beatrice Mioccio

*Learn
everyday to
listen to
yourself and
to others*



Martina Gioia

*Don't forget
to start your
day with a
smile, life's
too short to
be unhappy*



Federica Ricciardi

*Learn
to be aware
of yourself
and then
communicate
at best who
you are.*



Anna Stellari

*If you
want to
do better,
be mindful
of who
you are.*



Simona Toni

*Be Digital,
be Smart.
Learn the
rules, live
the
dream.*



Martina Vallone

*Become
more of
who we
already
are.*

PWN Milan REVERSE MENTORING – THE JOURNEY



Every appointment will be a lab, where each mentee will work with the young mentors' support on personal strategy, will share own experiences with the others and take the challenge

PWN Milan REVERSE MENTORING – AGENDA & LOGISTICS



WHEN

From 7.00 PM to 9.00 PM on:

16th of June

07th of July

15th of September

13th of October

10th of November

WHERE

TBC

LANGUAGE

Labs will be held in **Italian**

Each mentee must bring her
own laptop or tablet

“Mentor: **Continuous learning!** Despite I was the mentor I learned a lot from my mentee too. It has been an amazing experience

“Mentor: **"... I was surprised of myself.** It was my first experience, but I really felt good in this role." Mentoring was for me "like a wind blowing in my face, new and fresh air"

“Reverse Mentee: I entered into a closer connection with the Millennials and the next generation Z, I understood their multiplicity. I started to build a bridge between generations

“Reverse Mentee: It was the first time that young ladies were leading the group (usually I am the leader of younger people). I was impressed from the **different culture** and approach

“Mentee: “Mentoring was a moment of useful **reflection** and comparison for me. I got to work on assertiveness, on better time management (work-private life). It was a useful source of inspiration for me about my work (training projects)”.

“Mentee: Open door! Having someone outside of my personal and professional network helped me analyzing the barriers to my **development.** We mainly focused on which were my thoughts about my future and how I could exploit my current professional position. Moreover, she gave me her opinion on how to deal with light problems I had at work.

“Mentee: "It was useful to talk to someone unbiased, with an external point of view on my career dynamics. I loved to have a "supporter" outside my close network."

“Mentor: “The very high level of expectations of my mentee to achieve an objective of **excellence** has greatly stimulated me and the path has greatly enriched me”

“Mentor: **‘there’s a special place in hell for women who don’t help other women’**

Madeleine Albright quoted it when she was US State Secretary and now, I can just add that PWN Milan Mentoring Program is not only a great opportunity to avoid hell but it's extraordinary to grow up both for mentees and mentors and to empower our infinite potential.