



Women's Networking Group Mentorship Program

Overall Program Description:

Mentoring is a special partnership between two individuals based on a commitment to the mentoring process, common goals and expectations, focus, mutual trust, and respect. Mentoring can also encompass activities that allow for transfer of knowledge and skills. Both the mentor and the mentee give and grow in the mentoring process.

The program plan will be to provide a systematic process to carry out our mission of connecting Women members of ILCA to positive partnerships, encourage the development of leadership competencies, and provide for the exchange of information and knowledge. The ILCA WNG Committee will have the authority to oversee the development, implementation, and evaluation of the program. The number of pairs per session may be determined by the available number of volunteer moderators and capacity per moderator.

Mentor/Mentee pairings will be made based on compatibility assessed from detailed applications completed and submitted by both Mentors and Mentees. The specific plan for the session of each pairing will be determined by the career goal/objective that the mentee has developed. Due to the volunteer nature of this program and limited committee resources, there is no guarantee that every applicant will be admitted. A minimum 5 hours per month is to be required for meetings. Meetings can be held in-person, virtual or via phone.

There will be an orientation meeting at the beginning of each session to ensure that the goals of the program are clearly outlined and any questions can be answered. There will also be program checkpoints every few weeks and at the end of each session.

Mentors and Mentees are participating in the program at their own expense and on a volunteer basis. The success of the program is dependent on the desire and ability of experienced highly competent women in our industry to share their skills and knowledge and to pass on their expertise to those willing to invest time and effort to plan, develop, grow, and manage their career.