



Women Building Productive, Professional Relationships Through Mentoring Women

PWA Mentoring Program for Members Only

How Does the Mentoring Program Work?

The Mentoring Committee has been listening to your comments and we have recently reframed the PWA Mentoring Program to make participation even easier and more convenient. We now have a “staff of mentors” who have submitted applications which have been reviewed and pre-qualified and are awaiting a protégé with which to be matched. No more waiting for a mentoring cohort session to begin; you can begin your mentoring relationship at any time.

Our Mentoring Program has been professionally designed by The Mentoring Institute, exclusively for PWA.

In order to participate in the program, you are required to be a current PWA member. First you will complete the Mentoring Program Application. Based on the information you provide, the Mentoring Committee will match you with a mentor (or protégé) that appears to meet your needs. Once the match is made, the Mentoring Committee supervisor, who is assigned to your match, will do a brief training overview of the program with you. At the end of that training, the mentor and protégé will sign a Mentor/Protégé Relationship Agreement. We ask that you make a six-month commitment to the Mentoring Program to get the most benefit from the process. The Mentoring Committee supervisor will stay with you throughout the program and will check-in to monitor your progress and keep you on track to meet your Mentoring Program goals.

What you can expect as a Mentor or Protégé?

- The match will be based on the information provided on the application. Please be open, honest and specific in your answers.
- The relationship agreement will be completed by the mentor and protégé answering the questions together. This agreement will provide: clearly stated skills to be developed and goals, roles of the mentor and protégé, an indication of how and when progress will be evaluated, agreement as to frequency, duration

and location of the meetings, a date for the first meeting, expectations of the mentor and protégé and lastly agreement as to the answer to the question, At the conclusion of the six-month program how will you know the mentoring relationship was successful?

**There are so many reasons to be involved in the PWA Mentoring Program
Potential benefits to the Protégé:**

- An opportunity to improve key skills in a non-threatening environment. Accelerated transfer of attitudinal, technical and behavioral skills that are difficult to acquire on one's own
- Easy access to resources and networking opportunities.

Exposure to decision-making and leadership styles of more senior women executives.
- Greater self-confidence and self-esteem.
- A chance to get to know other PWA members at a deeper level.

A few more reasons you'll want to participate:

- 44% of CEO's list mentoring programs as one of the three most effective strategies to enhance women's advancement to senior management.
- 75% of executives said that mentoring played a key role in their career. A survey of CEO's states that one of the top three factors in their career was mentoring.
- 76% of Fortune 25 companies offer mentoring programs compared to 55% of the non-best
- Individuals who had a mentor reported greater job satisfaction and earlier financial success.
- A survey polled 378 companies from across the country on why they offer mentoring programs to their employees. The results will be published on this page soon.

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