

How to Build a Women Mentoring Women Program

Mentoring programs have become globally known as ways of improving professionalism and employee morale in workplaces. However, one notable way that can promote the growth of gender-diverse settings, support women's leadership development, and create a conducive atmosphere is a Women Mentoring Women (WMW) initiative. The program uses the knowledge and skills acquired by established women leaders to mentor junior women employees.

Statistics

Over half of women, **63%** have yet to experience the benefits of a structured mentoring relationship. However, on a brighter note, **56%** of organizations have recognized the value and impact of formal mentoring programs. It's encouraging to see that three out of four women employed by companies with such programs truly embrace and take full advantage of the valuable mentoring opportunities available to them.

Steps to build an effective Women Mentoring Women program



Define Empowering Goals: Clearly outline objectives that focus on empowering women in career development.

Establish Program Duration: Determine the program's timeline and frequency of meetings to support women consistently.



Identify Inspirational Participants: Select mentors and mentees who are passionate about advancing women's careers.

Provide Gender-Inclusive Training: Offer training specifically addressing challenges and opportunities for women in the workplace.



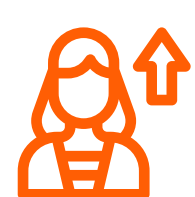
Facilitate Strategic Pairing: Match mentors and mentees based on shared career goals and gender-related experiences.

Promote Diverse Perspectives: Encourage pairings that embrace diversity in background, experiences, and aspirations.



Ensure Open Gender-Specific Communication: Establish channels for women to communicate openly and share experiences.

Monitor Progress for Women's Advancement: Implement a tracking system to measure progress and gather feedback for women's career growth.



Equip with Women-Centric Resources: Provide materials and connections that specifically support women's professional development.

Celebrate Women's Achievements: Acknowledge and celebrate milestones achieved by women participants in the mentoring program.



MENTORING

COMPLETE