

# Mentoring Women in Business

## Frequently Asked Partnerships Questions

### Q: Does it cost to participate in the Mentoring Women in Business programme?

A: Yes – we ask partners to fund their employees' participation in the Mentoring programme, with the company covering the cost of each relationship (pair). This ensures that the Mentoring team can:

- Conduct mentee and mentor recruitment
- Complete compatible skill based matching
- Provide dedicated support to mentors and mentees throughout the year
- Provide regular programme updates
- Gather impact data and create end of participation reports



### Q: How much does it cost to participate in the 12 month Mentoring Women in Business programme?

A: Generally, we do not take mentor groups of fewer than 10 per partner. Costs are banded as follows, but can vary depending on the level of management reporting and support desired:

- Groups of 10-49 = £1,100 per match
- Groups of 50-99 = £950 per match
- Groups of 100+ = £800 per match

### Q: What are the criteria to become a mentor?

A: Mentors must have a minimum of 7 years work experience. They must be able to commit to speaking with their mentees for a minimum of 2 hours each month for one year. Mentors can be of any gender, must have be fluent in English and have easy access to the internet for video based communication.

Some of our existing company partners choose to conduct an internal selection exercise prior to putting individuals forward to this programme. The Mentoring team are able to share their expertise to support this exercise.



### Q: Who are the mentees?

A: Mentees are all women entrepreneurs who are from and currently living in low and middle income countries, with businesses across a wide variety of industries. They are largely recruited through our network of 70 in-country partner organisations, but we do also welcome applications from individuals. Mentees must own at least 51% of their businesses, and be either currently running and leading it or due to launch it within the next three months.

### Q: What is the expected time commitment of mentors?

A: Mentors are required to speak with their mentee for a minimum of 2 hours each month. Mentoring pairs agree between themselves how and when these calls will take place. Some pairs speak for 30 minutes each week, others for 2 hours on a monthly basis. Individuals connect on platforms such as Skype, WhatsApp, G-Chat or Zoom.

**Q: My company has specific requirements, can these be accommodated?**

A: Yes, most likely. The Mentoring team are able to work with partners to co-design programmes that support them to achieve their objectives.

**Q: Why is the programme cross-border?**

A key feature and core differentiator of the Mentoring Women in Business programme is its international nature. We believe that both mentors and mentees gain from engaging with new experiences and cultures. The perspectives of somebody from a different country and culture encourages diversity of thought, fresh perspectives, cross-cultural exchange and for mentors, experience and understanding of doing business in different contexts.



**Q: When do the mentoring cycles begin?**

A: At the moment we run two cycles per year, in May and November. We are able to run additional cycles should we have the numbers to do so, and are happy to discuss the feasibility of this further.

**Q: What if a mentor leaves the organisation?**

A: In order to ensure consistency for the mentee we do not terminate mentoring relationships if a mentor leaves their employer. Should we have the permission of the mentor we can still include their data in final impact reports.

**Q: What happens if the relationship doesn't go to plan?**

A: The mentoring team provides each partner with a dedicated relationship manager. This individual is responsible for providing proactive and reactive support to mentors and their mentees. We endeavour to resolve any challenges as best we can, however in the highly unlikely event that the relationship becomes untenable then we un-match that pair. The mentor can receive a new match in the next cycle if they wish and if they have the support of their employer.



**Q: How can individuals and organisations stay involved beyond the programme?**

A: As well as supporting a mentee on a one-to-one basis, mentors are welcome to share their expertise through blogs or case studies, or even through webinars. Mentors are invited to join our closed LinkedIn Group where they can continue to support mentees and mentors, and often continue to have a positive, lasting relationship with the Foundation and other programme participants.

**Q: What is the structure and timeline for mentor-mentee relationships?**

A: The Mentoring Women in Business programme offers a structured and closely managed service prior to and throughout the 12 months of the mentoring relationship. Our team can work with partners to create bespoke and customised services.

For more information on the structure of the programme, please visit [www.cherieblairfoundation.org/mentoring](http://www.cherieblairfoundation.org/mentoring) or email [partnerships@cherieblairfoundation.org](mailto:partnerships@cherieblairfoundation.org)