

Phases of the Mentoring Women in Business Programme

Introduction

Participants in the Mentoring Women in Business Programme will journey through four distinct phases together. These phases are designed to foster a successful relationship and keep you aligned with your goals. At the start of each phase, the Mentoring Team will provide guidance on the key focus areas for you and your mentor.



Phase 1: Getting to know each other

In this initial phase, mentees and mentors focus on getting to know each other, establishing trust, and agreeing on the ground rules for their mentorship. Taking time to build a strong foundation is crucial, as it will support the achievement of goals.



Phase 2: Setting goals

During this phase, mentees collaborate with their mentors to clarify business and professional development needs. Together, they will set SMART goals and define what success looks like. Additionally, both parties will agree on how to measure progress. It's important for mentors to reflect on their own goals during this phase as well.



Phase 3: Progression

With clear goals in place, mentees and mentors will work towards achieving the short- and long-term objectives established in Phase 2. As they reach the midpoint of this phase, they will review their progress and make any necessary adjustments. At this stage, pairs will also complete a mid-programme survey to help the Mentoring Team assess progress and measure the programme's impact.



Phase 4: Wrapping up

As the programme draws to a close, mentors and mentees will begin to wrap up their relationship. This phase focuses on reflecting on what has been learned and accomplished, reviewing any remaining objectives, and planning the next steps. Finally, pairs will complete an end-of-programme survey.

Support available

Throughout the programme, the Mentoring Team will regularly check in with mentoring pairs to ensure they are meeting as planned and to offer support with any challenges. Mentoring programme participants are also encouraged to reach out to the Mentoring Team, who are on hand to support with any questions or concerns.

Relevant resources are also provided at key points to help pairs succeed.