



Women on Track Intergenerational Mentoring Program

“Later zag ikzelf de voordelen van een meer formeel mentorschap. Ik wist uit mijn eigen levenservaring dat als iemand serieus belangstelling had in jouw opleiding en ontwikkeling, zelfs al was het maar tien minuten op een dag, dat dat er dan toe deed. Met dit in het achterhoofd begon ik in het Witte Huis een leiderschaps- en mentorschapsprogramma. ”

Michelle Obama in “Becoming”

Who are we?

Women on Board (WoB) is a non-profit association dedicated to promoting female access to directorship roles within Belgian companies and organisations. Since 2009 we have created a pool of 290 talented women ready to take up board positions and have facilitated access to this pool for enterprises searching for female directors.

Why a new mentoring program in 2019?

Following the success of the previous mentoring programs ‘*Women Intergenerational Digital Dialogue*’ and ‘*Women on Track Mentoring program*’, Women on Board relaunches a new mentoring program with potential and experienced board members.

This program will bring together the strong elements of the previous programs. It is part of succession management to support the development of the next generation of board members, and it offers a continuous learning opportunity for experienced board members.

The program will be built on the pairs of female mentees and mentors who will work together to create a drive to learn from each other and during the workshops. The program will offer a bilateral learning opportunity for mentees and mentors: mentees to develop leadership and learn from role models, mentors to enhance their mentoring skills and refresh knowledge as a board member.

Participants

The mentees, having the ambition to develop leadership skills to become a board member

- Women on Track, member of WoB, while not yet of the pool of board members
- Women, member of WoB and of the pool, looking for a first board mandate
- Talented women working at a Diamond or Gold Corporate Partner of Women on Board, having experience of managing teams and budget

The mentors, having the ambition to develop mentoring skills, digital competences and personal branding

- Experienced board members, member of WoB and pool members

Specificity of the program

- Participants are female
- Intergenerational: Participants belong to different generations which creates the opportunity for bilateral learning.
- Pair meetings between mentees and mentors to support development and share new learnings
- Content material to refresh and improve knowledge and expertise
- Workshops facilitated by WoB-members, Corporate Partners of WoB, and an executive search firm
- A professional photo shoot for every participant



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The program

- A kick off to get to know each other
- 4 to 5 meetings/calls between mentees and mentors during the year, and whenever they agree
- A workshop on *mentorship* will provide understanding of the key components of mentoring, the process and skills
- Workshops on *personal branding, corporate governance, how to maximise your chances to get a board mandate, digital transformation*
- Business cases and reading material
- Closing event with an interactive session with all the mentors and mentees

What's in it for the mentee?

- Experience has taught us that an ambition to become board member, often starts with taking up a board member responsibility with a non-profit organisation or an association with cultural, political or sport goal, or school context. The mentee will be helped by the mentor to define her personal board readiness project to be ready for a first board mandate for ex. in an association or organisation in the sphere of personal interest of the mentee
- Workshops to support personal development and expertise

What's in it for the mentor?

- The mentor will have the opportunity to broaden mentoring skills. The role as a mentor is to share and discuss about her experience of becoming a board member, to help with the personal project for the mentee, to give advice and support the actions taken by the mentee
- Workshops to support personal development and expertise, refresh knowledge, strengthen role as board member and leader

What's in it for the Corporate Partner?

- Corporate Partners of WoB support gender diversity in the boardroom. This program offers the opportunity to two (for Diamond Partners) or one (for Gold Partners) of its talented ladies to participate to a program which shows her the way to become a strong influential leader or a future board member
- By supporting their growing talented ladies to take up a board mandate in an association or non-profit organisation, the partners show their commitment for Corporate Responsibility

Selection, Matching, Coordination

The role of Women on Board is

- Calling for candidates to WoB-members and Corporate Partners, selection of participants, personal contact and/or interview
- Matching the pairs. We aim to have 8 pairs (8 mentees and 8 mentors).
- Organise workshops with the help of Corporate Partners and service providers, and provide content material
- General coordination of the program



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Cost

- If your company is a Diamond or Gold Corporate Partner, then participation to this program is free for up to 2 participants for a Diamond Partner and 1 participant for a Gold Partner.
- For other participants, member of Women on Board, the participation fee is 500 € + VAT
- We ask all participants to invest their time for the workshops and the pair meetings

Calendar, practicalities and location

- Calling and selection of participants: mid Jan to mid Febr
- The program will run over the year 2019
- The meetings/calls between the pairs are planned by themselves, at the initiative of the mentee
- A full calendar of the workshops will be presented at the kick off event of the program
- Workshops will take place in Brussels area, between 16:00 and 19:30

Contact

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Our Members and Partners create the program with us

- WoB members for the workshop on Mentoring and Personal Branding
- Guberna for the workshop on Corporate Governance
- A Corporate Partner from the tech sector for the workshop on Digital Transformation
- An executive search firm for the workshop on 'How to maximize your chances to get a board mandate'
- Joke Storme, professional photographer

Our Corporate Partners

8 DIAMOND PARTNERS

AVA, Liedekerke willems waelaerck kirkpatrick, proXimus, BNP PARIBAS The bank for a changing world, Capgemini, Microsoft, pwc, profocts

5 GOLD PARTNERS

ALSTOM, BELHAZEL, Cofinimmo together in real estate, SRIW, SAP

8 SILVER PARTNERS

ageas, Belfius, FCR MEDIA, ICC, colruyt, INCLUSIO, SIMONT BRAUN

1 KNOWLEDGE PARTNER: McKinsey



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