



FAQ - MENTORING PROGRAMME

1. What is mentoring suitable for?

The mentoring process can have various goals, depending on the mentor's experience and the mentee's needs. For example:

- How can I better plan my career?
- What are the first steps to launch my career?
- How can I enhance my professional visibility in a network?
- What should I do when a career change is imminent or new responsibilities are assigned?
- How can I effectively participate in a board of directors?
- How can I lead a team and take on a leadership role?
- How do I navigate in a male-dominated work environment?
- How to conduct salary negotiations?
- How can I balance family and work commitments?
- The advice provided by a mentor generally does not address the mentee's personal or private issues.

2. How long does the mentoring program last?

The program lasts for 6 months with a frequency of 1-4 or 6 meetings, which are scheduled flexibly between the mentor and mentee. This applies to both an extension and a potential premature termination of the mentoring program.

A session typically lasts 1-2 hours. Sessions can take place:

- In-person through a face-to-face meeting at a location chosen by the mentor;
- Over the phone;
- Via an online platform



3. What are the fundamentals of BPW mentoring?

Every type of mentoring is based on the following principles, regulating the relationship between the mentor and mentee:

- **Trust:** This is the foundation of every good mentor-mentee relationship. Trust arises from the mentee's free choice of the mentor, and the mentoring program can be terminated at any time.
- **Mutual respect:** As it is a relationship between adults, there are no hierarchies. Each person takes on their own responsibilities.
- **Clear and shared goals:** Goals are precisely defined, and both partners take personal responsibility for achieving them.
- **Confidentiality:** Everything discussed during sessions is strictly confidential and should not be disclosed outside.
- **Limitations:** BPW mentoring has a limited duration and, under no circumstances, requires the resolution of individual and personal problems. Consequently, it is neither psychological counseling nor coaching.
- **Gratuitousness:** The services of a mentor are provided voluntarily and free of charge.

4. How much does mentoring cost?

The mentoring program requires time and commitment and is offered free of charge and on a voluntary basis by BPW club members. The club, upon prior communication, reserves the right to charge a small fee to cover potential administrative costs. Even in this case, it concerns specific projects for women.

5. What does it take to be a mentor?

Being a mentor means having experience and expertise in the relevant field. Age is not a constraint; anyone willing to share their knowledge and guide others can embrace the role of a mentor. The key is to provide support, share wisdom, and be a positive reference for those seeking guidance and professional growth. The prerequisites are:

- Extensive experience in a specific professional or thematic area;
- Good listening and respectful interaction skills with others;
- Willingness to further develop counseling skills, for example, through exchange with other mentors.