

Empowering Women

MENTORSHIP PROGRAM

Welcome to the Empowering Women Mentorship Program. This program can help broaden your knowledge, gain confidence to speak up in a meeting, elevate your capabilities, ask for that promotion and stand out. A mentor can help you do this. A mentor is someone who will provide knowledge, insight, encouragement, support, and guidance, while sharing their experiences to inspire and motivate you.

We are excited to announce the opportunity for you in this proven mentorship program. You have received this because someone who believes in you and is invested in your career growth nominated you for the program.

What makes this program special and what sets it apart?

- We are focused on up-and-coming women in the electrical industry – allowing us to tailor the program on specific needs and topics relevant to you.
- Our mentors are senior leaders and experienced male and female veterans from the industry that care and are committed to helping women succeed in our industry.
- There are opportunities throughout the program to meet and connect with other participants, expanding your network.
- There is a course plan and guidebook, providing a starting point, and an ending point (see timeline below), meeting guidelines, conversation starters, and tips for building your mentoring relationship. The program is structured – without being too rigid so you can make it your own.
- Being a part of a community of more than 330 women and their mentors who prioritize growth and personal development.

Mentee Benefits -

Having a mentor can provide you with many advantages, personally and professionally. Some of the benefits mentoring provides are:

- **Shorten your learning curve** and become more productive quickly.
- **Make Connections** - feel like you are part of the team.
- **Sounding board for ideas** - mentors can offer valuable insight into what it takes to get ahead. Giving insight on the best course of action in difficult situations.
- **Develop your knowledge and skills** – mentors help you identify the skills and expertise you need to succeed. They may teach you or advise you on where to go for the information you need.
- **Encouragement, support and help** working through specific problems, challenges or issues – at work or in your personal life.
- **Improve your communication skills** – Learn to communicate and/or communicate more effectively with people not like you, or that don't "speak the same language".
- **Advance your career** – a mentor helps you stay focused and on track in your career through advice, skills development and networking. Employees who received mentoring were promoted FIVE times more often than people who didn't have mentors. (Sun Microsystems)
- **Gain insights** into best practices, new ideas, opportunities, possibilities and perspectives.



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"I've truly enjoyed the opportunity to hear my mentor's experiences and insights. And my mentor has enjoyed it too. He sees a lot of himself in me." (Program Mentee)

What am I committing to by signing up? By applying for the mentorship program, you are committing to your personal and professional development. You will be required to complete a self-assessment to identify development goals which will be used in matching you with a mentor. Following the virtual kick-off, you will be expected to schedule and complete six 60-minute meetings with your mentor over the course of 14 weeks (ideally meeting every 2 weeks), confirm your meetings with the program manager (not the details of the meeting, only that the meetings were conducted) and attend a virtual celebratory program wrap-up. You are not alone in the journey – you will receive the tools and guidance for taking the steps you need to ensure a successful mentoring relationship. You are also part of a cohort of approximately 20 other female mentees who are also participating in the mentoring journey.

Commitment is critical to the success of the program; we ask that you really consider if you can commit to the time requirements and communication with your mentor. If you truly aren't ready or now isn't the best time, it's okay to say no thank you or thank you but not at this time. We know you get so much more out of the program than you put in, but there is a commitment of time and effort that is important to the success of your mentoring journey.

What's included with the program:

- Empowering Women Mentorship Program Mentoring Guidebook
- Network of experienced leaders in the industry. We will match you with one of these leaders to serve as your mentor.
- Access to the virtual kick-off and wrap-up events to connect with other mentees, mentors and other women in the electrical industry.
- Access to an online community in a LinkedIn group of present and past participants.
- Access to periodic networking events with other program participants during the program as well as follow-up alumni networking events.
- Empowering Women Mentorship Program Mentoring Guidebook – a guide that covers:
 - What is mentoring and why mentoring is important?
 - Key elements of a successful mentoring relationship
 - Roles & responsibilities
 - Qualities of a good mentee and an effective mentor
 - Meeting guidelines and sample agendas
 - Tips for building trust and rapport, asking questions and giving feedback
 - Reference templates & worksheets to ensure you're maximizing your time together



Empowering Women MENTORSHIP PROGRAM

Does it cost anything? By nominating you, your sponsor has agreed to pay your \$550 program fee. The program fee provides you access to everything listed above.

How do you match the mentors/mentees?

We have identified experienced individuals (both men and women) in the electrical industry who have the skills necessary to be effective mentors. Your mentor will be matched to you based on the skills of the mentor with your area of focus (identified in your self-assessment).

We will use our industry knowledge to avoid matching mentees with a mentor who works for a direct competitor. As a final check, before we finalize the matches, we will notify the mentor of their mentee to confirm there is no conflict.

Spring 2024 Program Timeline (Group meetings in bold)

Deadline for Applications	1/30/24
Applicants notified of acceptance into the program	2/13/24
How To Be A Great Mentor Webinar – Virtual	2/22/24
Mentee Orientation / Training - Virtual	2/22/24
Official kick-off meeting for mentor pairs - via virtual conference	2/28/24
Mentoring pairs meet every other week for 60 minutes for minimum 6 meetings	
Meeting 1	3/11/24
Meeting 2	3/25/24
Conversation Starters - Optional Meeting for mentoring pairs - virtual	4/2/24
Meeting 3	4/8/24
Mid-Point check-in by program manager	4/23/24
Meeting 4	4/24/24
Meeting 5	5/6/24
Meeting 6	5/20/24
Program wrap-up celebration - via virtual conference	5/30/24

What's next?

If you're interested in participating in the program, complete the application and submit to Info@KJCompany.net by January 30th, 2024.

If you have questions or need additional information visit www.ewmp.info or contact:

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