



WGOB Mentorship Program Mentor Orientation

March 19, 2024

Facilitator:

**Dr. Deborah Rosati, FCPA, FCA, ICD.D, GCB.D, CCB.D
Founder & CEO, Women Get On Board Inc.**

Agenda

5:00-5:05pm | Welcome

5:05-5:15pm | Rapid fire introductions

5:15-5:40pm | WGOB Mentorship Program Overview

5:40-5:55pm | Q&A

5:55-6:00 pm | Wrap up



Meet the Team



Facilitator

Dr. Deborah Rosati, FCPA,
FCA, ICD.D, GCB.D, CCB.D
Founder & CEO
Women Get On Board Inc.



Program Manager

Laura English
Membership & Program Manager
Women Get On Board Inc.



Executive-In-Residence

Sharon Castelino, MBA,
LLM, ICD.D
Executive-In-Residence
Women Get On Board Inc.



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Thank you Mentors!

Thank you for your commitment to be a Mentor in the Women Get On Board Inc. (WGOB) Mentorship Program! We appreciate your support to **connect**, **promote** and **empower** the next generation of women corporate directors.



2024 Mentors

Allison Mendes

Amy Freedman

Connie Carras

Jenny Alfandary

Kristi Honey

Mackie Vadicchino

Marilyn Spink

Michelle Banik

Natascha Kiernan

Sandra Levy

Sham Madhok

Susan Jones

Tania Clarke

Tara McCarville

Theresa Firestone

Theresa Redburn

Tracy Primeau

Qi Tang



Some Mentors may not be matched with a Mentee depending on registration numbers

Mentor Benefits

Mentors will receive the following benefits:

- Build a relationship with an aspiring women corporate director (Mentee);
- Receive reverse mentorship;
- Broaden your understanding of how to be an effective Mentor;
- Contribute to advancing more gender diversity on corporate boards, and;
- Raise your profile via the WGOB website, social media channels and email communications as a Mentor for the WGOB Mentorship Program.



Mentor Commitment

Mentors are required to make the following commitments:

- Attend Quarterly Mentoring Sessions based on times that work for both you and your Mentee;
- Attend Virtual Sessions supported by key learnings/resources;
- Strategize together to set tangible, obtainable goals; plan and execute;
- Keep all discussions confidential;
- Share feedback with WGOB about issues and progress, and;
- Participate in evaluation throughout the program.



5 Virtual Sessions (Dates & Topics)

1. Mentor Orientation - Mentors only



March 19, 2024 | 5:00 - 6:00pm ET

2. Program Kick-Off Roundtable Session - Mentors/Mentees

Key Learning: Master the Foundations of Board Service

April 16, 2024 | 5:00 -7:00pm ET (5:00 pm - 6:00 pm for Mentors)

3. Mid-Term Mentoring Roundtable Session - Mentors/Mentees

Key Learning: Get Board Interviews

September 17, 2024 | 5:00 -7:00pm ET (5:00 pm - 6:00 pm for Mentors)

4. Interim Session - Mentors/Mentees

Key Learning: Ace Your Board Interview

January 21, 2025 | 5:00 -7:00pm ET (5:00 pm - 6:00 pm for Mentors)

5. Program Completion & Key Learnings Roundtable - Mentors/Mentees

March 4, 2025 | 5:00 -7:00pm ET (5:00 pm - 6:00 pm for Mentors)

Save to your calendar

You will all be sent a calendar invitation for each session from laura.english@womengetonboard.ca. Please save them all to your calendar. You will also be reminded 2-weeks, 1-week & 24 hours before each session from Women Get On Board



What to Expect as a Mentor

Throughout the program, you will guide and advise your Mentee on the skills they need to empower them on their board journey.

The six Virtual Sessions that your Mentee will attend will provide Guided Mentoring and will incorporate key learnings from Deborah Rosati's e-book *How to Get Yourself On a Board*, including:

- Master the Foundations of Board Service
- Position Your Board Offer
- Get Board Interviews
- Ace Your Board Interview

Access to the whole cohort of WGOB Mentors was reported as one of the most helpful things about the WGOB Mentorship Program.

Breakout Group Facilitation

At our virtual sessions we will ask you to act as a moderator for our breakout groups. There may be more than one Mentor per breakout group to help engage conversation.



What to Expect as a Mentor

Quarterly Mentoring Sessions

Your Quarterly Mentoring Sessions will be your time to give advice and support to your Mentee's progress on the six Virtual Sessions' key learnings, the e-book and your own board experiences.

Structuring Your Quarterly Mentoring Sessions

Your Mentee will initiate your Quarterly Mentoring Sessions, and this will be their time to get advice and support from you on the six Virtual Sessions' key learnings, the e-book and your own board experiences.

- Part One: Master the Foundations of Board Service
 - Your Quarterly Mentoring Session will use the key learnings to provide the foundation for topics to discuss with your Mentee.
- Part Two: Position Your Board Offer
 - You Mentee will review the WGOB E-Guide, Are You Board Ready?. In your Quarterly Mentoring Session, you will provide your Mentee with advice on how to identify the right board for them and help them define their board value proposition.
- Part Three: Get Board Interviews
 - In your Quarterly Mentoring Session, you will provide your Mentee with guidance on how best to seek out and respond to board opportunities.

Mentor Guide

You can find more information on structuring these sessions in your Mentor Guide!



Many of our Mentors choose to meet with their Mentees more often through out the program. You are welcome to if you choose.

What to Expect as a Mentor

- Part Four: Ace Your Board Interview
 - In your final Quarterly Mentoring Session, you will provide your Mentee guidance on preparing for successful board interviews.
- Part Five: Wrap Up
 - Take this opportunity to reflect on the program together and celebrate your Mentee's successes!

Rules of Engagement for Your Quarterly Mentoring Sessions:

For the best possible experience, Mentors and Mentees should commit to standard meeting etiquette.

- **Session details:** In your initial conversations, determine what times and dates are appropriate for your Quarterly Mentoring Sessions.
- **Preparation:** Before each Quarterly Mentoring Session, agree on your objectives.
- **Wrap Up:** At the end of each conversation, discuss what you will cover in the next session and confirm the date.
- **Review:** Regularly review your goals/objectives to ensure that they are still meeting both of your needs.



What to Expect as a Mentor

Matching you with a Mentee:

Mentees and Mentors were required to complete profiles. WGOB has begun matching based on the information provided. You will be notified of your match and introduced to your Mentee on the week of April 2nd. We will share their Mentee Profile with you.


Communication:

**You can expect to hear us
from at 5:00 pm ET**

You will receive regular communications from us throughout the program.

- 2- Weeks, 1-Week & 24 hour reminders for each virtual session you are asked to attend
- A follow up Thank you with a Mentee survey 24 hours after each session
- We request your input throughout the Program, both with regards to the virtual sessions and to your relationship with your Mentee. Please contact deborah.rosati@womengetonboard.ca
- Regular Mentee Updates with resources and thought leadership. If you have anything you would like to share with our Mentees please share it with us so we can add it to the Program Landing Page





"In order to be a mentor, and an effective one, one must care. You must care. You don't have to know how many square miles are in Idaho, you don't need to know what is the chemical makeup of chemistry, or of blood or water. Know what you know and care about the person, care about what you know and care about the person you're sharing with." ~ Maya Angelou



Being an Effective Mentor

What is the difference between mentorship and coaching?

It is essential to recognize the difference between mentorship and coaching. Coaches typically work with a learner for a set period to help them develop skills in a specific area. Those skills—and the learning process itself — are defined by the coach.

Mentorship is different. It is a **relationship-based experience** with specific but wide-ranging goals, and it can last over an extended period. With mentorship, the plans may change, but the Mentee always sets them. **The Mentor's role is to support those goals by helping the Mentee build wisdom to apply any situation.** The changes that result from mentorship are intrinsic—they come from within the Mentee.

What makes a successful mentoring relationship?

The most robust relationships are built on **mutual trust and respect**. To ensure the best results, both the Mentor and Mentee should feel safe to be vulnerable, open and honest in their interactions.

Equally important is the **match-up of skills** and experience. Mentorship succeeds when the Mentor has a pool of expertise that is different and greater than the Mentee's own experience. By sharing new perspectives, Mentors can help Mentees build wisdom, improve confidence, explore their strengths and raise their aspirations.



Being an Effective Mentor

What are the core skills for a successful Mentor/Mentee relationship?

Successful mentorship relationships require dedicated effort on the part of both parties. It is essential to recognize the difference between mentorship and coaching. Coaches typically work with a learner for a set period to help them develop skills in a specific area. Those skills—and the learning process itself—are defined by the coach.

Skilled Mentors exhibit the following qualities:

- ***Listen actively:*** Stay focused on what your Mentee is saying, and don't make assumptions. To ensure that you understood them correctly, confirm what you heard by asking probing questions.
- ***Ask good questions:*** Instead of asking closed questions—those that elicit a yes/no answer—ask open questions that allow your Mentee to expand. Asking open-ended questions encourages candid dialogue between the participants in the conversation.
- ***Consider body language:*** Pay attention to what your body language is saying to your Mentee. Habits such as looking away, crossing your arms, fidgeting or touching your face excessively can send the message that you are distracted.
- ***Avoid communications roadblocks:*** Be careful about using communications styles that block open communication. Examples include telling the other person what to do or how to behave, giving unsolicited advice or avoiding conflict.
- ***Create trust:*** Trust is built over time. Consider what you can do to nurture a trusting environment for your Mentee consistently. Small decisions such as selecting a comfortable venue to meet, ensuring that you're on time, and being vulnerable about your own feelings and experiences can make all the difference.

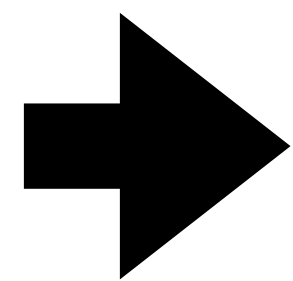


Q&A



Next Steps

- You will be sent a calendar invitation for each session from Laura English, WGOB Director, Membership & Programs, laura.english@womengetonboard.ca. Please save them all to your calendar.
- Watch for an email from WGOB on the week of April 2nd matching you with your Mentee and connect with them!
- Connect with your fellow Mentors



**WGOB Mentorship Program
Kick-Off Roundtable Session
April 16, 2024 | 5:00pm - 7:00pm ET
5:00pm - 6:00pm ET for Mentors**



Thank you!



Deborah Rosati at deborah.rosati@womengetonboard.ca
Laura English at laura.english@womengetonboard.ca