

ABOUT WOMEN GET ON BOARD

Mentorship Program



[WOMENGETONBOARD.CA](https://www.womengetonboard.ca)

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Mentorship Program

Women Get On Board Inc. (WGOB) is a social-purpose company committed to elevating the next generation of women corporate directors. Our mission is to **connect, promote** and **empower** women to serve on corporate boards with confidence and courage.

Since our founding in 2015, WGOB has seen the power of mentorship affect meaningful, real-world change when it comes to advancing gender diversity in the boardroom. That's why we launched our **WGOB Mentorship Program** in 2021 to promote women leaders and accelerate their corporate board journey.

The **WGOB Mentorship Program** matches aspiring women corporate directors (Mentees) with accomplished leading and serving women corporate directors (Mentors) to elevate their board effectiveness and advance their board journey to a corporate board seat. The program will provide **Guided Mentoring** and incorporates key learnings from Deborah Rosati's e-book *How to Get Yourself On a Board* and **Peer-to-Peer Networking** for the Mentees.

Mentorship Matching Selection Process

Registered Mentees will be required to complete a Mentee Profile, and Mentors will be required to complete a Mentor Profile. WGOB will make the best efforts to match Mentees with Mentors based on the information provided. The **WGOB Mentorship Program Advisory Council** will review the final matching selection.



"Fantastic Program and collaborative group of women to build long term relationships with. Lots of tips to learn from and a super job of matching Mentors [with Mentees]."

- LISA PRIME
FOUNDER, PRIME STRATEGY
& PLANNING

Mentees

Our **WGOB Mentorship Program** aims at women with more than ten years of senior management experience who have aspirations to lead and serve on a corporate board.

MENTEE BENEFITS

Mentees will receive the following benefits:

- Receive 1:1 guidance from a leading and serving woman corporate director (your Mentor);
- Receive **Guided Mentoring** based on Deborah Rosati's e-book *How to Get Yourself On a Board*, with the following key learnings:
 - Master the Foundations of Board Service
 - Position Your Board Offer
 - Get Board Interviews
 - Ace Your Board Interview
- Expand your network via **Peer-to-Peer Networking** and build critical relationships;
- Deepen your knowledge and understanding of board dynamics to position your board offer, and;
- Receive your **WGOB Mentorship Program Certificate of Completion** and recognition upon completion within WGOB social and email communications.

MENTEE COMMITMENT

Mentees are required to make the following commitments:

- Schedule Quarterly Mentoring Sessions based on times that work for both you and your Mentor;
- Attend six Virtual Sessions supported by key learnings/resources;
- Participate in **Peer-to-Peer Networking** throughout the program;
- Drive Mentor relationships by being accountable for arranging your Quarterly Mentoring Sessions;
- 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.

"I am privileged to be a part of Women Get on Board and their [Women Get On Board] Mentorship Program, which helped lead me to my new [board] role. The coaching from such fabulous inspirational women has been instrumental in accelerating my Board readiness and confidence."

- BARBARA BOYD
CFO / CORPORATE DIRECTOR

Mentors

The WGOB Mentors comprise a diverse group of leading and serving women corporate directors in Canada committed to advancing board diversity. They will support our WGOB mandate- to **connect**, **promote** and **empower** women to corporate boards.

MENTOR BENEFITS

Mentors will receive the following benefits:

- Build a relationship with an aspiring women corporate director (Mentee);
- Receive a Mentor Guide that will provide you support for your quarterly meetings with your 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 four 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.

Mentorship Program Mentors

[Allison Mendes](#)

[Amy Freedman](#)

[Connie Carras](#)

[Jenny Alfandary](#)

[Kelly McDougald](#)

[Kristi Honey](#)

[Mackie Vadacchino](#)

[Marilyn Spink](#)

[Michelle Banik](#)

[Natascha Kiernan](#)

[Qi Tang](#)

[Sham Madhok](#)

[Sharon Castelino](#)

[Susan Jones](#)

[Tara McCarville](#)

[Theresa Firestone](#)

[Tracy Primeau](#)

[To view our full list of Alumni Mentors, click here](#)

"Empowerment is not only about helping women find their voice, it's also about making sure they are heard. It has been such a pleasure and an honour to participate as a Mentor in the Women Get On Board Mentorship Program."

- KRISTI HONEY B.MGMT, MBA, ICD.D
BOARD DIRECTOR, CHIEF
ADMINISTRATIVE OFFICER (CAO) AT
TOWNSHIP OF UXBRIDGE

Program Format



"[The] women are wonderful; thoroughly enjoying being brought together to meet mentees and mentors alike. Cannot express enough thanks for the candid feedback and "heads up's" that are taking my personal board search to the next level."

- STEPHANIE BIRD, CPA, CA
GLOBAL FINANCE & OPS EXECUTIVE

WGOB has created a unique one-year program consisting of:

- Six Virtual Sessions (hosted by WGOB - dates and topics below)
 1. Program Kick-Off Roundtable Session - Mentors/Mentees
 2. Interim Session - Mentees Only
 3. Mid-Term Mentoring Roundtable Session - Mentors/Mentees
 4. Networking Session - Mentees Only
 5. Interim Session - - Mentors/Mentees
 6. Program Completion & Key Learnings Roundtable - Mentors/Mentees
- Quarterly Mentoring Sessions, Self-Initiated by Mentee

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

- **Master the Foundations of Board Service**
 - Recognize there are different types of boards
 - Identify the skills needed to serve on a board
 - Develop your governance knowledge and expertise
- **Position Your Board Offer**
 - Assess your board readiness
 - Identify the right board for you
 - Create your board value proposition
- **Get Board Interviews**
 - Identify board opportunities
 - Network your way on to a board
 - Deliver a stand-out board resume and LinkedIn profile
- **Ace Your Board Interview**
 - Learn tips on how to prepare for a board interview

2024/2025

Program Dates

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

Key Learning: Master the Foundations of Board Service
April 16, 2024 | 5:00 -7:00pm ET

2. Interim Session - Mentees Only

Key Learning: Position Your Board Offer
June 18, 2024 | 5:00 -7:00pm ET

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

Key Learning: Get Board Interviews
September 17, 2024 | 5:00 -7:00pm ET

4. Networking Session - Mentees Only

November 19, 2024 | 5:00 -6:30pm ET

5. Interim Session - Mentors/Mentees

Key Learning: Ace Your Board Interview
January 21, 2025 | 5:00 -7:00pm ET

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

March 4, 2025 | 5:00 -7:00pm ET

**Note that all sessions are virtual*



Program Fee

REGISTRATION TYPE	DESCRIPTION	FEE
WGOB MEMBERS	ONE-YEAR PROGRAM REGISTRATION FOR WGOB MEMBERS	CDN \$3600 ^{+HST}
NON-MEMBERS	ONE-YEAR PROGRAM REGISTRATION FOR NON- MEMBERS *	CDN \$4000 ^{+HST}

**Non-Member registration includes a 1-year WGOB Membership*

Facilitator

Throughout this unique one-year program, the **WGOB Mentorship Program** Facilitator will guide, facilitate and host six Virtual Sessions.



DEBORAH ROSATI, FCPA, FCA, ICD.D, GCB.D, CCB.D
CORPORATE DIRECTOR , FOUNDER & CEO,
WOMEN GET ON BOARD INC.

Deborah Rosati, an award-winning corporate director and entrepreneur, has been defined in three interconnected ways throughout her 35-year career – as a corporate governance champion, catalyst for change and community builder.

As the founder and CEO of [Women Get On Board Inc.](#) (WGOB), an 850- member social-purpose company, Deborah is building a community of the next generation of women corporate directors, advancing equity, diversity & inclusion (EDI), collaboration, courage, and confidence in the boardroom.

Deborah is a leading and serving corporate director and has chaired many public company audit committees and nominating & corporate governance committees. In addition, Deborah has led and served on numerous special committees with various mandates (including going public, going private, M&A, restructuring and special investigations).

Deborah’s passion for good governance and board diversity is rooted in her board journey when she was often the only woman in the boardroom. These first-hand experiences cemented Deborah’s conviction that having more women on boards makes better business sense.

Deborah’s commitment to sustainable change and empowerment, deep governance and financial expertise and dynamic personality have made her a sought-after thought leader and speaker —her thought leadership on corporate governance, sustainability, EDI and social impact is profiled on her website: <https://deborahrosati.ca/>

Executive in Residence

Throughout this unique one-year program, the **WGOB Mentorship Program** Executive in Residence will support, advise, and help guide our WGOB Mentorship Program.



SHARON CASTELINO, MBA, LL.M., ICD.D
EXECUTIVE-IN-RESIDENCE,
WOMEN GET ON BOARD INC.

A trusted and award-winning leader, advisor and mentor, Sharon Castelino has an exemplary track record as a Financial Services Executive (30 years) and Corporate Director (20 years). From a start-up fintech that went public in 2017 to senior executive roles at global financial institutions, Sharon's accountability has included billion-dollar P&Ls, complex strategies, stakeholders, and multi-disciplinary teams in regulated environments. She has deep subject-matter expertise in lending, technology, real estate and capital markets, and most recently, successfully developed and launched the largest public-private partnership for housing attainability, backed by federal and provincial governments.

Often described as a trailblazer, Sharon has been the first or only woman on leadership teams and at boardroom tables. Currently, she serves as:

- Corporate Director, Profound Impactô
- M&A Committee Chair and Board Advisor, Move Health Holdings Corp
- Executive-in-Residence, Women Get On Boardô
- Co-President, Ivey Alumni Network Toronto
- Director, Key Homeownership Inc., and Key Attainable Housing Initiative

A lifelong learner and dynamic speaker, Sharon has delivered numerous keynotes on various topics, including leadership, ESG, risk, governance, the Canadian economy and the housing sector.

Sharon completed the Master of Laws from Osgoode Hall Law School and the Master of Business Administration with Distinction, earning the prestigious Ivey Scholar from the Richard Ivey School of Business, Western University.

Born in Mumbai, India, Sharon identifies as BIPOC and resides in Toronto with her husband and three sons.

ABOUT WOMEN GET ON BOARD

Mentorship Program Advisory Council

The **WGOB Mentorship Program Advisory Council** is a group of diverse and accomplished women leaders that are committed to our WGOB mandate to **connect**, **promote** and **empower** the next generation of women corporate directors. Together, these passionate women will help build, support and promote our **WGOB Mentorship Program**.

Mentorship Program Advisory Council Members

1. [Jennifer Laidlaw](#), Transformational Leader
2. [Vinny Bhathal](#), Managing Partner, Chief Controller, Sprott Inc., Chief Financial Officer, SAM LP
3. [Lori-Ann Beausoleil](#), Board member, Audit Committee Chair, Retired PWC Partner
4. [Alyssa Barry](#), Principal & Co-founder of irlabs
5. [Beth Tyndall](#), Chief People Officer, Ontario Teachers' Pension Plan
6. [Janis Duncan](#), Founder, More Than An Occasion



ABOUT WOMEN GET ON BOARD

Mentorship Program Sponsors

Sponsorship levels are based on our WGOB Corporate pillars- to **Connect**, **Promote**, and **Empower** women to corporate boards.

Thank you to our Sponsors

EMPOWER LEVEL

The logo for Spratt, featuring the word "Spratt" in a bold, blue, sans-serif font.

CONNECT LEVEL

The logo for irlabs., featuring the word "irlabs." in a bold, black, sans-serif font with a yellow dot above the "i".

SANDPIPER GROUP

STANTON CHASE

The logo for MasseyHenry, featuring a stylized "M" icon followed by the text "MasseyHenry".The logo for FMB, featuring the letters "FMB" in a bold, black, sans-serif font with a red and yellow background.

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If you are interested in sponsoring the **WGOB Mentorship Program** please reach out to us at connect@womengetonboard.ca.