

WOMEN IN BANKING AND FINANCE

MENTORING

**BECOMING A MENTOR AND
WHAT DOES IT ENTAIL?**



MENTORING – BECOMING A MENTOR AND WHAT DOES IT ENTAIL?

At **WIBF** we understand the power of mentoring and are proud to offer a 6-month mentoring programme to all our members, giving them access to some of the most talented people within the Financial Services industry.

Mentoring is the transfer of advice, knowledge and insights. The relationship offers reciprocal benefits for mentors willing to invest their time in developing another professional. As well as the personal satisfaction of sharing their skills and experience with a willing learner, being involved in mentoring also provides some tangible benefits that can reward mentors professionally.

Some key benefits for mentors include:

- w** Recognition as a subject matter expert and leader
- w** Exposure to fresh perspectives, ideas and approaches
- w** Extension of their professional development record
- w** Opportunity to reflect on their own goals and practices
- w** Development of their personal leadership and coaching styles

Our mentoring programme has a monthly intake and lasts for 6-months.

SO, WHAT DO I HAVE TO DO AS A MENTOR?

- w** Fill in a quick survey on where you feel you can add the most benefit
- w** Agree to mentoring for the full 6-month period
- w** Spend a maximum of 1-hour a month with your mentee
- w** To help you, WIBF will provide you with a mentoring booklet which can help structure your meetings, or if you wish, you might have your own tried and tested format which you can use.



HOW DOES IT WORK?

- W** You will be introduced to your mentee via an email introduction.
- W** From there, it is the responsibility of the mentee to drive the relationship.
- W** They will contact you and arrange a time to speak which is convenient to your diary.
- W** The mentee is also given a booklet to help them understand what goals they are looking for guidance with.

We have found the programme is more successful when the mentee has a clear vision on what they would like to get out of it.

Running alongside our mentoring programme **WIBF** has a structured Personal Excellent Programme (PEP) which focuses on development topics for our members. All events are advertised on our events page of the website.

We would be delighted if you would join our long list of talented mentors.

To start the process or to have a conversation, please email us at operations@wibf.org.uk

WOMEN IN BANKING AND FINANCE MENTORING TEAM

