



Become an FWA Mentor

Advancing Women in Finance (AWF) Mentoring
Programme

April 2018 – January 2019

Information Pack

FWA Advancing Women in Finance (AWF) 2018

FWA is delighted to announce the launch of its 7th annual, award winning mentoring programme, Advancing Women in Finance 2018, run in association with Protégé.

FWA AWF 2018 is open to all paid-up members of The Financial Women's Association and we encourage you to invite non-members to both participate and join FWA.

Our mentoring programme is a multi-faceted, 6-month development programme that includes:

- one-to-one mentoring
- tailored skills workshops
- peer to peer learning
- mentoring circles, and
- multiple networking opportunities.

FWA AWF Objectives

- To provide opportunities for FWA's younger members to engage with senior members to enhance professional and personal development.
- To provide senior members a casual platform to engage the younger members to learn more about their world view and discover new ways to manage talent.
- Build loyalty to FWA and encourage younger members to become involved in all aspects of the Association that results in a pipeline of engaged members who are ready to support and expand FWA in the future.
- To encourage more active membership in FWA – a great reason to join!
- To support FWA strategy – increasing both membership and retention of members as well as promoting and advancing a high standard of professionalism within the financial services sector.

FWA AWF 2018 Programme Summary

- **Official Launch and Closing Celebrations**
- **Mentor / Mentee Matching** – a vital component of a successful mentoring programme.
- **Mentoring Sessions** – 6 one-to-one mentoring sessions.
- **Mentor and Mentee Skills Building Workshops** – various relevant topics.
- **Personality Tool** – to understand self and impact on others.
- **Mid-point Check-in and Review** – check progress towards desired outcomes.
- **Networking Events** – with peers, Mentees, senior executives, partners and other women's interest groups.
- **Programme Workbooks and Materials** – to enhance and support the learning experience.

Your Commitment

As a Mentor your time commitment during the programme will be as follows:

1. Participate in 6 x one-hour mentoring sessions from July 2018 to January 2019.
2. Complete the application form and participate in the 'speed networking' Mentor / Mentee matching process on 4 May 2018.
3. Attend the Official Launch and Closing Ceremony.
4. Actively participate in the Skills Development workshop.
5. Attend the Mid-point Review, which includes networking with other participants.
6. Attend at least 60% of all events and workshops.
7. Assist by providing feedback about your experience and of the programme as a whole.

An overview of the **FWA AWF 2018 Calendar** is outlined on Page 5. We have highlighted the events which Mentors should attend, all of which require a commitment of your time.

Become an FWA AWF 2018 Mentor

Mentor roles are open to female and male executives with:

- Approximately **10 or more years** in a **senior leadership role** in **financial services**.
- A desire to guide and motivate the next generation of women to achieve their career goals and aspirations.
- The business / industry knowledge and experience necessary to be able to discuss a wide range of topics and situations.
- Excellent listening and questioning skills.
- Integrity and commitment to confidentiality.
- An open and inquiring mind.
- The availability to participate fully in the programme from May 2018 to January 2019, and to join in all activities including networking and skills development sessions.
- Time to provide, 6 x one-hour mentoring sessions. Dates, times and location to be mutually agreed with your Mentee.

Following are the requirements for becoming an FWA AWF Mentee, which will give you an idea of their current level of work experience.

Criteria for an FWA AWF Mentee

- **Early career females** with a minimum of **5 years full-time work experience** and currently working in financial services.
- The desire to proactively advance in her career and optimise her potential.
- A strong commitment to achieving her goals, initiatives, and aspirations.
- A willingness to accept feedback and to be honest about her positive and challenging attributes.
- An open and inquiring mind and the flexibility to change.
- Manage and attend 6 x one-hour mentoring sessions.

Application Process

Interested applicants should submit a completed Application Form, together with your CV, to fwa.awf.sg@gmail.com by the close of business **Friday 4 May 2018**.

Application Forms

Application Forms are available via FWA website, <https://www.fwasg.org/>

For more information about FWA's mentoring programme please contact: Aries Yeo at fwa.awf.sg@gmail.com.

FWA Advancing Women in Finance (AWF) 2018 Calendar

Please note: The majority of events will be conducted between 6:00 – 9:00 pm during the week in the CBD. Subject to change.

Date	Event	Attendees
5 April	Official Announcement	On-line
4 May	Application forms due	Interested FWA members
18 May	Confirmation of successful applications	FWA
24 May	'Speed Networking' Mentor / Mentee Matching	Mentors , Mentees, FWA & Protégé
22 June	Final Mentor / Mentee match announced	FWA
28 June	FWA AWF 2017 Kick-off + Life Story	Mentors , Mentees, invited guests, FWA & Protégé
July 2018 – January 2019	6 x one-to-one mentoring sessions	Mentors & Mentees
26 July	Mentoring Circle workshop	Mentors only & Protégé
31 July	Mentee Workshop - MBTI® Assessment	Mentees & Protégé
26 September	Mid-point Check-in and Review	Mentors , Mentees, FWA & Protégé
24 October	Networking Evening	Mentors , Mentees & FWA
15 January 2019	Closing Celebration	Mentors , Mentees, invited guests, FWA & Protégé
January 2019	Feedback Survey	Mentors, Mentees & FWA

What's Being Said ...

Mentors

- *Comprehensive, supported experience, learned a structured framework for mentoring.*
- *It changed the way I relate to and manage my Asian staff and colleagues.*
- *As a male mentor I also got an education about what it's really like for working women.*
- *Felt energised and empowered by the entire experience.*
- *Recommend for professionals who want to get more out of life and work.*
- *"In terms of my mentee and myself I am very satisfied with her and glad to hear that she has actually taken my advice. I am very happy to learn that she was promoted just about a week ago. Our meetings are still ongoing despite the set schedule set by FWA is completed."*
- *"It was great to help someone shape her career. I enjoyed working structurally with assessing her future and priorities. I took the opportunity to practice active listening"*

Mentees

- *Strong foundation for journey of self-discovery and empowerment.*
- *Unique programme in Singapore.*
- *Opened a new vision for my personal and corporate development.*
- *Learned skills they don't teach you at business school.*
- *Built confidence in networking and need to increase my visibility inside and outside the organisation.*
- *Challenged me to discover new ways of developing skills and thinking.*
- *"I came in with biased views and left with an open mind and a bigger appreciation for diversity in the workplace."*
- *I regained my confidence. I learnt how to be structured in building up my project event. Most importantly, I learned to target higher and not limit myself."*

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