



# Become an FWA Mentee

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 7<sup>th</sup> 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 Singapore 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, Mentors, senior executives, partners and other women's interest groups.
- **Programme Workbooks and Materials** – to enhance and support the learning experience.

## Your Commitment

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

1. Manage and attend 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 Mentors.
6. Attend at least 70% of all networking events and workshops.
7. Assist by providing feedback about your experience and of the programme as a whole.
8. Upon acceptance to the programme, **pay a fee of S\$150**.

**Please Note:** Applications are only open to individual FWA members.

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

## Become an FWA AWF 2018 Mentee

Mentee roles are open to early-career females with:

- A minimum of **five years full-time work experience** and currently working in financial services.
- The desire to proactively advance in your career and optimise your potential.
- A strong commitment to achieving your goals, initiatives, and aspirations.
- A willingness to accept feedback and to be honest about your positive and challenging attributes.
- An open and inquiring mind and the flexibility to change.
- The availability to participate fully in the programme from May 2018 to January 2019, and to join in all activities, including networking, skills development sessions and the Mentee Project.
- Time to manage and attend 6 x one-hour mentoring sessions. Dates, times and location to be mutually agreed with your Mentor.

Following are the requirements for becoming an FWA AWF Mentor, which will give you an idea of their seniority and level of leadership experience.

### Criteria for an FWA AWF Mentor

Mentor roles are open to both **female and male** executives with:

- Approximately **10 years** or more in a **senior leadership role** in financial services.
- A desire to guide and motivate the next generation of leaders 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.
- Good mentoring skills.
- Be available for 6 x one-hour mentoring sessions with your Mentee.

## Application Process

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

### Application Forms

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

For more information about FWA's mentoring programme please contact: Aries Yeo at email: [fwa.awf.sg@gmail.com](mailto:fwa.awf.sg@gmail.com)

## FWA 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, <b>Mentees</b> , FWA & Protégé
22 June	Final Mentor / Mentee match announced	FWA
28 June	FWA AWF 2018 Launch + Life Story	Mentors, <b>Mentees</b> , invited guests, FWA & Protégé
July 2018 to January 2019	6 x one-to-one mentoring sessions	Mentors & <b>Mentees</b>
26 July	Mentoring Circle Workshop	Mentors only & Protégé
31 July	Mentee Workshop - MBTI®	<b>Mentees</b> & Protégé
26 September	Mid-point Review	Mentors, <b>Mentees</b> , FWA & Protégé
24 October	Networking Evening	Mentors, <b>Mentees</b> & FWA
15 January 2019	Closing Celebration	Mentors, <b>Mentees</b> , invited guests, FWA & Protégé
January 2019	Feedback Survey	Mentors, <b>Mentees</b> & 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 organization.*
- *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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