



# Protégé 2021 Mentoring Program

# Information Pack

Singapore

December 2020 – November 2021



## Protégé Mentorship Program 2021 Singapore

Protégé is launching the 7th cohort of its highly successful Mentorship Program. The Program will match 50 high potential female mentees with 50 experienced mentors. Mentors are both men and women sourced from among Singapore's most successful corporate leaders, academics, entrepreneurs, NGOs and industry trail-blazers.

We currently plan to deliver the 2021 program virtually, however should circumstances change we will move to in-person.

### Benefits

More and more organisations see the value of mentoring and leadership programs as a vital investment in accelerating women's careers and equipping them with the skills to attain the senior roles they aspire to. Our program includes all the elements highlighted as success factors for the further development of women in McKinsey's *Women Matter Report 2016*, namely Mentoring, Leadership Skills and Networking.

We seek organisations that are passionate about the advancement of women leaders and interested in supporting their further development, retention and inclusion in the workplace and in the broader Singapore community. Our program will assist you to:

- Support, develop, and retain talented female professionals, bolstering a creative knowledge base, and establishing a competitive advantage.
- Build a sustainable and diverse pipeline of talented women by actively motivating and engaging your most promising talent.
- Tap into knowledge capital within and outside your organisation.
- Ensure senior leaders are equipped with the necessary mentoring and coaching skills to support younger women coming through the ranks and move towards gender parity.
- Promote your organisation's commitment to the advancement of women and increase awareness about the issues faced by professional women in the workplace.
- Leverage and build internal and external networks.



## Protégé Program Summary

The Protégé mentoring program is a cross-industry, fully supported and structured, 9-month long development opportunity that includes:

- **An Official Launch, Mid-point Review, Networking Events and Closing Celebration.**
- **Mentor / Mentee Matching** – a vital component of a successful mentoring program.
- **Mentoring Sessions** – 6-8 x one-to-one, one-hour mentoring sessions.
- **Mentee Skills Workshops** – covering various skills to assist with career advancement.
- **Mentor Skills Workshops** – to further develop mentoring and leadership skills.
- **Peer-to-Peer Mentee Project** – hosting guest facilitators, workshops and Closing Celebration.
- **Program Workbooks and Materials** – to enhance and support the learning experience.
- **Mentoring Supervision** – on an ad hoc basis for mentors.
- **Protégé Mentoring App** – providing everything you need for the program in one handy location.

## Become a Protégé Mentee

Mentee roles are open to **early-career females** with:

- A minimum of **6-8 years full-time work experience** and who are currently employed.
- The availability to attend an Information Session from in November or December 2020.
- The desire to proactively advance in their career and optimise their potential.
- A willingness to accept feedback and to be honest about their positive and challenging attributes.
- An open and inquiring mind and the flexibility to change.
- The availability to participate fully in the program, ending November 2021, and to join in program events.
- Time to manage and attend 6-8 x one-hour mentoring sessions.

## Become a Protégé Mentor

Mentor roles are open to **business** executives with:

- Approximately **10 years** in a **senior leadership role**.
- 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 plus an open and inquiring mind.
- Integrity and commitment to confidentiality.
- The availability to participate fully in the program ending November 2021, and to join in program events.
- Time to provide, 6-8 x one-hour mentoring sessions.

## Your Commitment

As a participant your time commitment during the 9 months will be as follows:

1. Attend an Information Session – details following (1 hour).
2. Complete the Application Form and, upon acceptance, participate in the mentor / mentee Matching Overview (1:15 hour) requiring 3-5 interviews.
3. Attend 6-8 x one-hour mentoring sessions (approximately 1 hour per month).
4. Participate, where possible in all program events (2:5-3 hours each).
5. Provide feedback about your experience on the program.
6. **Mentees only:** In small groups, host each workshop and the closing celebration (3-4 hours total).
7. **Mentees only:** Pay the applicable program fee upon acceptance.

A draft copy of the **Protégé Calendar 2021** is outlined on Page 6.

## Application Process

### Step 1: Attend an INFORMATION SESSION

Book a place on an Information Session via the link below.

- 18 November – 5:00-6:00pm
- 25 November – 5:00-6:00pm
- 1 December – 12:00-1:00pm
- 9 December – 12:00-1:00pm

Link: <https://trayka.com/onboard/protege-mentoring-program-2021-singapore>

### Step 2: APPLICATION FORM **MENTEE EARLY BIRD FEE CLOSES: 31 December 2020.**

Complete the Application Form via the link below:

**NB:**

- Use the **latest Internet Browser**
- Avoid firewalls which may be used by your company
- Retain your email address and password to be able to download the Protégé App once you have been confirmed on the program.

**MENTEE Link:** <https://trayka.com/mentee-apply/protege-mentoring-program-2021-singapore>  
**MENTEE EARLY BIRD FEE CLOSES: 31 December 2020.**

OR

**MENTOR Link:** <https://trayka.com/mentor-apply/protege-mentoring-program-2021-singapore>

**APPLICATION DEADLINE: 11:59 pm, 31 January 2021.**

### Step 3: ADD DATES TO YOUR CALENDAR

Save the following dates to your calendar:

- Matching Overview – **3 March 2021** – 6:15-7:30pm
- Program Launch – **15 April 2021** – 6:00-8:30pm

### Step 4: THE PROTÉGÉ MENTORING APP

Once your Application has been accepted, we will send you a link to download the Protégé Mentoring App (use same email and password from Application process).

## Protégé Calendar 2021 - Singapore

(Events to be conducted virtually until they're not! Usually between 6-8:30pm. Dates may be changed.)

Date	Event	Attendees
<b>2020</b>		
18 November	Information Session #1 – 5:00-6:00pm	Interested applicants
25 November	Information Session #2 – 5:00-6:00pm	
1 December	Information Session #3 – 12:00-1:00pm	
9 December	Information Session #4 – 12:00-1:00pm	
<b>31 December</b>	<b>Early Bird Fee Closes</b>	Interested applicants
<b>2021</b>		
31 January	Applications close	Interested applicants
19 February	Successful applicants confirmed – download Mentoring App	Protégé
3 March	Matching Overview – virtual matching between Mentors and Mentees	All
14 April	Confirmation of Mentor / Mentee Match	Protégé
15 April	Protégé 2021 Launch	All + Guests
April – November	6-8 x one-hour Mentoring Sessions	Mentors, Mentees
6 May	Mentee Workshop #1	Mentees
17 May	Mentor Skills #1	Mentors only
1 June	Mentee Workshop #2	Mentees
30 June	Networking Skills	All
18 August	Mid-point Review	All
22 September	Mentor Skills #2	Mentors only
29 September	Mentee Workshop #3	Mentees
18 October	Mentee Workshop #4	Mentees
9 November	Closing Celebration	All + Guests
November	Feedback Survey	All



## Become a Protégé Partner 2021

Protégé partners are guaranteed numerous places on the program for qualified mentors and mentees in addition to other attractive benefits. Do contact us for more information.

### Protégé Partners:

Over the past 6 years we have partnered with:

Alcon	Alstom Transport	AXA Insurance	Brunswick Group
Canopus	Hogan Lovells	Jones Lang Lasalle	Linklaters
Marsh	Micro Focus	NBCUniversal	Nomura Singapore
Nikko AM	OCBC Bank	Pernod Ricard	Red Hat Asia Pacific
Standard Chartered Bank	State Street Bank	White & Case	

## An Investment in the Future

Protégé is passionate about the growth and development of businesswomen and the senior executives who mentor them. In return for your investment to retain and further develop your future leaders, we offer the following:

- **Group Savings** for multiple mentees from your organisation who qualify for the program. Qualified mentors are complimentary.
- **Multiple Networking Opportunities** – both within the program and across various industries and women’s interest groups.
- **Protégé Mentoring App** – stores all program information in one handy location.

### FEES for the 2021 Program

- **Early Bird Fee** applicable until **31 December 2020**: S\$2,200 per mentee
- Individual: S\$2,500 per mentee
- 2-3 Mentees from same organisation: S\$2,300 per mentee
- 4 or more Mentees from the same organisation: S\$2,200 per mentee
- Per Mentor: Complimentary

### Further Information

For more information about the Protégé 2021 Mentoring Program and how to become a Partner, contact Program Manager, Gemma Rake, [gemma.rake@protege-mentoring.com](mailto:gemma.rake@protege-mentoring.com).



MENTORINGWOMENINBUSINESS

### About Protégé – MentoringWomen

Differentiate Pte Ltd (200612413N) – Owner of Protégé

10 Anson Road #12-14 | International Plaza | Singapore 079903

M: +65 9363 3506 T: +65 6509 0768

W: [www.protege-mentoring.com](http://www.protege-mentoring.com) E: [louise.tagliante@protege-mentoring.com](mailto:louise.tagliante@protege-mentoring.com)

LI: <https://www.linkedin.com/company/protege---businessmentoring>

YT: <https://www.youtube.com/watch?v=M3AmDByk34c&t=14s>