



INFORMATION PACK

MENTORINGWOMEN AU/NZ
FEBRUARY - DECEMBER 2024



Protégé AU/NZ 2024 MentoringWomen

Protégé is delighted to be launching the 5th cohort of its highly successful MentoringWomen Program. The Program will match 35 high potential female mentees with 35 experienced mentors. Mentors are both men and women sourced from among the regions most successful corporate leaders, academics, entrepreneurs, NGOs and industry trail-blazers.

As this program covers various parts of the Australasia region, we will delivery this program virtually.

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*, 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 Australia and New Zealand communities. 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 MentoringWomen Program is a cross-industry, fully supported and structured, 9-month long development opportunity that includes:

- **Information Session** – outline of the program and the commitment required.
- **Application Process** – to ensure participants are a good fit for the program.
- **Mentor / Mentee Matching** – a vital component of any successful mentoring program. Each mentee will be pre-matched with 3-5 mentors, and both mentor and mentee to decide who they prefer to work with.
- **Official Launch and Closing Celebration** – to set participants up for success and to celebrate the mentoring journey.
- **Mentoring Sessions** – between matched mentor and mentee, approximately 6-8 x one-to-one, 1 hour mentoring sessions.
- **Mentee Skills Workshops** – to support career progression and growth.
- **Mentor Skills Workshop** – to further hone mentoring skills and leadership capacity.
- **Mid-point Review** – check-in to ensure progression towards desired outcomes and work on the Leadership Challenge – an engaging problem-solving exercise where small groups of unmatched mentors and mentees work together to provide differing perspectives and solutions.
- **Networking** – opportunities to meet everyone in the cohort and to enable knowledge transfer.
- **Program Workbooks and Materials** – to enhance and support the learning experience.
- **Mentor Supervision** – to oversee development of mentors on an ad hoc basis.
- **Protégé Mentoring Web/App** – provides access to workshop details, calendar invites, RSVP, program materials, help line and chat with their matched mentor/mentee, all in one handy place.



Become a Protégé Mentee

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

- A minimum of **5-8 years full-time work experience** and who are currently employed.
- 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 December 2024, and to join in program events and workshops.
- Time to drive and manage 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 December 2024, 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. Complete the Application Form and, upon acceptance, participate in the mentor / mentee Matching Overview (1 hour) requiring 3-5 discussions off-line.
2. Attend 6-8 x one-hour mentoring sessions (approximately 1 hour per month).
3. Participate, where possible in all program events/workshops (1.5-2 hours each).
4. Provide feedback about your experience on the program.
5. **Mentees only:** Pay the applicable program fee upon acceptance (if not sponsored by your company).

A draft copy of the **Protégé Calendar 2024** is outlined on Page 6.



Application Process

Step 1: Attend an INFORMATION SESSION

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

- 8 February – 12-1pm DST (Sydney)
- 21 February – 5-6pm DST (Sydney)

Link to register: <https://trayka.com/onboard/protége-au-nz-2024>

Step 2: APPLICATION FORM **MENTEE EARLY BIRD FEE closes 8 March 2024.**

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/protége-au-nz-2024>

MENTEE EARLY BIRD FEE CLOSES: 8 March 2024.

OR

MENTOR Link: <https://trayka.com/mentor-apply/protége-au-nz-2024>

APPLICATION DEADLINE: 11:59 pm, 27 March 2024.

Step 3: ADD DATES TO YOUR CALENDAR

Save the following dates to your calendar:

- Matching Overview – **22 April 2024** – 5:30-6:30pm
- Program Launch – **6 June 2024** – 5:30-7:00pm

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 2024

(Events to be conducted virtually between 5.30-7.30pm. Venue to be advised closer to the date. Do note dates and times may change.)

Date	Event	Attendees
8 February	Information Session #1 – 12:00-1:00pm DST (Sydney)	Interested applicants
21 February	Information Session #2 – 5:00-6:00pm DST (Sydney)	
8 March	Early Bird Fee Closes	Interested applicants
27 March	Applications close	Interested applicants
8 April	Successful applicants confirmed	Protégé
22 April	Matching Overview	All
4 June	Confirmation of Mentor / Mentee Match	Protégé
5 June	Protégé AU/NZ 2024 Launch	All + Guests
June – December	6-8 x one-hour Mentoring Sessions	Mentors, Mentees
19 June	Mentor Skills #1	Mentors Only
2 July	Networking Skills	Mentees
21 August	Mentee Workshop #1	All
11 September	Mid-point Review	All
15 October	Mentor Skills #2	Mentors only
12 November	Mentee Workshop #2	Mentees
10 December	Closing Celebration	All + Guests
December	Feedback Survey	All



Join Protégé AU/NZ 2024 NOW

We are looking for both individual mentees, mentors and corporations to join our MentoringWomen Program.

Protégé Partners:

Over the past 8 years we have partnered with:

AET Tankers	Alcon	Alstom	AWS
AXA Insurance	BlackRock	Brunswick Group	Canopus
Edelman	Elastic	Hogan Lovells	Jones Lang Lassalle
Marsh	Open Text	NBCUniversal	Nomura Singapore
Nikko AM	OCBC Bank	Pernod Ricard	Red Hat Asia Pacific
Standard Chartered Bank	State Street Bank	White & Case	Sony
Hewlett Packard	NextGen	Level 22 Chambers	Comcast

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 the same 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 Web/App** – stores all program information in one handy location.

FEES for the 2024 Program

- **Early Bird Fee** applicable until **8 March 2024**: AUD\$2,500 per mentee
- Individual: AUD\$2,800 per mentee
- 3 or more mentees from same organisation: AUD\$2,500 per
- Mentors: Complimentary

Further Information

For more details please contact Louise Tagliante at louise.tagliante@protege-mentoring.com.

Information Pack

Australia / New Zealand 2024



About Protégé – MentoringWomen / BusinessMentoring

Protégé offers structured, end-to-end mentoring programs in Australia, Asia and Europe. Join an open-enrolment, cross-industry program for women or create your own in-house bespoke program to develop and retain your top talent.

Differentiate Pte Ltd (200612413N) – owner of Protégé

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