



Protégé India 2024
MentoringWomen Program

Information Pack

November 2023-September 2024



Protégé India 2024 MentoringWomen

Protégé is delighted to be launching 1st cohort of its highly successful MentoringWomen Program in India. The Program will match 40 high potential female mentees with 40 experienced mentors. Mentors are both men and women sourced from among India's most successful corporate leaders, academics, entrepreneurs, NGOs and industry trail-blazers.

As we will be opening this program across India, delivery will be virtual, via Zoom.

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 Indian 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 Women 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 to interview, 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 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 September 2024, and to join in program events.
- 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 **8-10 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 September 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 matching 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.

- 12 December – 5:00-6:00pm IST
- 8 January 2024 – 5:00-6:00pm IST

Link: <https://trayka.com/onboard/protege-india-2024>

Step 2: **APPLICATION FORM** **MENTEE EARLY BIRD FEE closes 15 January 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/protege-india-2024>

OR

*** **MENTOR Link:** <https://trayka.com/mentor-apply/protege-india-2024>

APPLICATION DEADLINE: Close of Business, 30 January 2024.

Step 3: **ADD DATES TO YOUR CALENDAR**

Save the following dates to your calendar:

- Matching Overview – **6 February 2024** – 6:30-7:30pm IST
- Program Launch – **21 March 2024** – 6:30-8:00pm IST

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 India 2024 - Calendar

(Events to be conducted virtually between 6.30-8/8.30pm IST. Do note dates and times may change.)

Date/Time	Event	Attendees
2023		
12 December	Information Session – 5:00-6:00pm IST	Interested applicants
8 January 2024	Information Session – 5:00-6:00pm IST	
2024		
15 January	Early Bird Fee closes	Interested applicants
30 January	All applications close	Interested applicants
30 January	Successful applicants confirmed	Protégé
6 February 1 hour	Matching Overview Details about the matching process	All
19 March	Confirmation of mentor / mentee match	Protégé
21 March 1.5 hours	Protégé India 2024 Launch	All + Guests
March – September	6-8 x one-hour mentoring sessions	Mentors, Mentees
8 April 2 hours	I'm a Great Mentor Workshop	Mentors
24 April 2 hours	Career Success Workshop	Mentees
4 June 2 hours	Mid-point Review – Leadership Challenge	All
25 July 2 hours	Networking Skills	All
12 September 1.5 hours	Closing Celebration	All + Guests
September	Feedback Survey	All



Join Protégé IN 2024 now!

We are looking for both individual mentees, mentors and corporations to join our MentoringWomen Program 2024.

Protégé Partners:

Over the past 9 years we have partnered with:

AET Tankers	Alcon	Alstom	AWS, Amazon
AXA Insurance	BlackRock	Brunswick Group	Canopus
Colt Technology	Edelman	Elastic	Hogan Lovells
Jones Lang Lassalle	Linklaters	Marsh	Micro Focus
NBCUniversal	NextGen Group	Nikko AM	Nomura Singapore
OCBC Bank	Pernod Ricard	Red Hat	Sony
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 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 App** – stores all program information in one handy location.

FEES for the 2024 Program – Applications close 24 January 2024

- | | |
|--|-------------------|
| • Early Bird Fee per Mentees (closes 15 January 2024): | USD 1,250.00 |
| • 2 or more Mentees from the same organisation | USD 1,250.00 each |
| • Per Mentee: | USD 1,500.00 |
| • Per Mentor: | Complimentary |

Further Information

For more details please contact louise.tagliante@protege-mentoring.com or ashley.bivens@protege-mentoring.com.



MENTORINGWOMENINBUSINESS

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

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

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

W: www.protege-mentoring.com E: louise.tagliante@protege-mentoring.com

LI: [sg.linkedin.com/in/louisejtagliante/](https://www.linkedin.com/in/louisejtagliante/)

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

W: <https://www.protege-mentoring.com>

FB: <https://www.facebook.com/MentoringSpecialists>