



INFORMATION PACK

MENTORINGWOMEN INDIA
FEBRUARY - NOVEMBER 2025



Protégé India 2025 MentoringWomen

Protégé is delighted to launch the 2nd 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 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 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 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 advancement 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 Events** – 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 Web/Mobile App** – provides access to workshop details, calendar invites, RSVP, program materials, help line and chat between mentor and 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 are currently employed.
- The desire to proactively advance in their career and optimise their potential.
- Proactively manage the mentoring relationship and play an active role in mentoring sessions.
- 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.
- Implement agreed actions and update your mentor on progress.
- The availability to participate fully in the program, ending November 2025, and to join in program events and workshops.
- Time to drive and manage 6-8 x one-hour mentoring sessions.
- Meet with your line manager prior to the start of program to gain their support.

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 November 2025, 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 2025** is outlined on Page 6.



Application Process

Step 1: Attend an INFORMATION SESSION

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

- 6 February – 5:00-6:00pm IST
- 12 February – 5:00-6:00pm IST

Link: <https://app.protege-mentoring.com/onboard/india-2025>

Step 2: APPLICATION FORM **MENTEE EARLY BIRD FEE closes 28 February 2025.**

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://app.protege-mentoring.com/mentee-apply/india-2025>

OR

MENTOR Link: <https://app.protege-mentoring.com/mentor-apply/india-2025>

APPLICATION DEADLINE: 11:59pm, IST 17 March 2025.

Step 3: ADD DATES TO YOUR CALENDAR

Save the following dates to your calendar:

- Matching Overview – **2 April 2025** – 5:00-6:00pm IST
- Program Launch – **13 May 2025** – 5:00-6:30pm IST

Step 4: THE PROTÉGÉ MENTORING APP

Once your application has been accepted, we will send you a link to access the Protégé Mentoring Web/Mobile App (use same email and password from application process).



Protégé Calendar 2025 (DRAFT) - India

(Events to be conducted virtually between 4:00-6:00pm IST for mentees and 5.30-7.30pm IST for mentors. Do note dates and times may change.)

Date/Time	Event	Attendees
6 February 5:00-6:00pm IST	Information Session #1	Interested applicants
12 February 5:00-6:00pm IST	Information Session #2	
28 February	Early Bird Fee Closes	Interested applicants
17 March	Applications close	Interested applicants
24 March	Successful applicants confirmed	Protégé
2 April 5:00-6:00pm IST	Matching Overview Details about the matching process.	All participants
12 May	Confirmation of mentor / mentee match.	Protégé to announce
13 May 5:00-6:30pm IST	Protégé India 2025 Program Launch	All participants
March – September	6-8 x one-hour mentoring sessions.	Mentors, Mentees
26 May 5:30-7:30pm IST	I'm a Great Mentor! Skills Workshop	Mentors only
9 June 4:00-6:00pm IST	Secrets of Career Success Workshop	Mentees. Mentors are optional
18 August 5:00-7:00pm IST	Mid-point Review – Leadership Challenge	All participants
8 September 5:30-6:30pm IST	Mentor MasterMind	Mentors only
6 October 4:00-6:00pm IST	Networking Skills	Mentees. Mentors are optional
10 November 5:30-7:00pm IST	Closing Celebration	All participants
November	Feedback Survey	All participants



Join Protégé IN 2025 NOW

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

Protégé Partners:

Over the past 10 years we have partnered with:

AET Tankers	Alcon	Alstom	AWS - Amazon
AXA Insurance	BlackRock	Colt Technology	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	NextGen Group
Liberty Global	Suse	Linklaters	

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 2025 Program

- **Early Bird Fee** applicable until **28 February 2025**: USD \$1,500 per mentee
- Individual: USD \$1,800 per mentee
- 3 or more mentees from same organisation: USD \$1,500 per mentee
- Mentors: Complimentary

Further Information

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

Information Pack

Protégé India 2025



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