



INFORMATION PACK

MENTORINGWOMEN IN BUSINESS
SINGAPORE 2025



Protégé SG 2025 MentoringWomen

Protégé is delighted to be launching the 11th cohort of its highly successful MentoringWomen Program. The Program will match 25 high potential female mentees with 25 experienced mentors. Mentors are sourced from among Singapore's most successful corporate leaders, academics, entrepreneurs, NGOs and industry trail-blazers.

Whenever possible we will deliver the program in-person however as some mentees are based outside of Singapore, some sessions may be delivered virtually 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 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, 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 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 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 January 2026, and to join in program events and workshops.
- Time to drive and manage both the mentoring relationship and 6-8 x one-hour mentoring sessions with your mentor.

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 January 2026, 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**

To find out more about the Program, join an Information Session via the link below.

- 3 March – 12.00-12.45pm SGT

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

Step 2: **APPLICATION FORM** **MENTEE EARLY BIRD FEE closes 17 March 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/protege-sg-2025>

OR

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

APPLICATION DEADLINE: 11:59 pm, 31 March 2025.

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

Save the following dates to your calendar:

- Matching Overview – **15 April 2025** – 12.00-12.45pm SGT
- Program Launch – **29 May 2025** – 5:30-7:00pm SGT

Step 4: **THE PROTÉGÉ MENTORING APP**

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



Protégé Calendar 2025 - Singapore

(Events to be conducted virtually unless otherwise stated. Venue for in-person events to be advised closer to the date. Do note dates and times may change.)

Date	Event	Attendees
3 March	Information Session– 12.00-12.45pm SGT	Interested applicants
17 March	Early Bird Fee Closes	Interested applicants
31 March	Applications close	Interested applicants
4 April	Successful applicants confirmed	Protégé
15 April	Matching Overview	All
28 May	Confirmation of mentor / mentee Match	Protégé
29 May	Protégé SG 2025 Launch	All + Guests
May 2025 – January 2026	6-8 x one-hour Mentoring Sessions	Mentors, Mentees
June	I’m a Great Mentor Workshop	Mentors Only
June	Secrets of Career Success Workshop	Mentees
August	Networking Skills Workshop	All
September	Mentor MasterMind	Mentors only
October	Mid-point Review Workshop	All
November	Finding Your Voice Workshop	Mentees
January 2026	Closing Celebration	All + Guests
January 2026	Feedback Survey	All



Join Protégé SG 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
Liberty Global	Suse S.A.	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 **17 March 2025**: S\$2,500 per mentee
- Individual: S\$2,800 per mentee
- 3 or more mentees from same organisation: S\$2,500 per mentee
- Mentors: Complimentary

Further Information

For more details please contact Managing Director, Louise Tagliante at louise.tagliante@protege-mentoring.com, or Program Director, Lindsay Courtney at Lindsay.courtney@protege-mentoring.com.

Information Pack

Singapore 2025



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

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