Women@Tech UK Mentoring Programme Guide

| What is the mentoring programme? | The Women@Tech Mentoring Programme aims to create development opportunities for women. It is a first-of-a-kind cross-company mentoring programme that aims to connect and achieve individual participant goals (in the form of mentor or mentee).

The programme aims to be a flexible, beneficial and inclusive mentoring programme that is easy for participants to join, fosters relationships, sharing of ideas and supports each other. |
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| **Is this programme right for me?** | The programme is designed to connect those who identify as a woman across member companies (note mentors can be any gender), and help further mentees in their personal or professional goals. Building on the learnings from the last two years, we've developed a refreshed plan centred around empowering women on the theme of **"Building Confidence."**

We're offering targeted guidance in three key areas to help women thrive:
Mastering Communication & Public Speaking: Conquer your fears and speak with impact.
Elevating Your Leadership: Step up and lead with authentic confidence.
Crafting Your Personal Brand: Learn to showcase your strengths and shine.
If you are considering signing up, below are some example questions you could consider, if you are wondering what you might want to get out of the relationship:
Do you want to grow in one of the 3 areas outlined above? Do you need help to overcome imposter syndrome? Are you looking to increase your visibility and presence in the workplace? |

- Would you benefit from receiving guidance from an outside perspective?
- Would you benefit from regular accountability to help you reach your targets and deadlines?

What is the target audience?	Mentees: The programme is open to any person who identifies as a woman at one of the Women@Tech member companies. All levels of experience can apply.
	Mentors: The programme will be open to any person who is part of one of the Women@Tech member companies, with 5+ years of work experience. This will ensure that we keep open the opportunity for mentees earlier in their career to be mentored by someone a few years ahead, where requested.
	Please note, if you are a woman you can sign up as both if you wish! This Programme has a limited number of spots. Mentors will also be able to select the max number of mentees they wish to take on.

What are the timings and duration?	- Applications close 2nd May 2025 - The programme will run from June 2025 to November 2025 (duration 6 months) - We suggest a target of 4-6+ sessions over the course of the programme, equivalent to roughly one mentoring session a month - Please be forthcoming in your pairing of any limitations you have timing wise over the course of the 6 months.

How many spaces are available?	The number of available spots on the programme will be capped, honouring spots on alignment of interest.. If you miss out in the first round, we will keep your details and let you know if any spots free up.

Where will my mentoring session be hosted?	The default for sessions will be virtual (to allow for inclusivity across the UK), however should you prefer to meet up in person, that is an agreement you can make between your mentor/mentee.

Can I request funding to cover my travel costs if we meet up in person?	Unfortunately, Women@Tech are unable to cover any costs associated with meeting your mentor/mentee in person.

What pre-work is required?	TL'DR: None! The programme is designed to be flexible, to suit the needs and aspirations of the mentee. We recommend thinking about goals related to the topic you want support on ahead of your first

meeting to make the most of the conversation, but the Programme is not meant to have any pre-work.

Will I be given any resources?	We will host an initial kick-off session for all mentors/mentees to create a community. On a monthly basis, the programme organisers will circulate a newsletter with top tips and guidance on how to get the most out of the programme.
What commitment is needed?	We believe a successful mentoring relationship requires equal commitment from the mentor and mentee. We ask that you both read the below suggested commitments, and endeavour to have mutual accountability for the success of the Programme. As a mentee I will: ● Set myself measurable goals and objectives for the mentoring Programme and share them with my mentor ● Have a clear objective/goal for what I want to get out of each meeting with my mentor ● Communicate to my mentor how I prefer to learn/take on feedback ● Take ownership of scheduling sessions ● Be transparent with my mentor & Women@Tech if my situation changes during the Programme, should I need to stop the Programme As a mentor I will: ● Commit to providing my mentee a safe and confidential environment for honest conversations ● Actively listen and question to help my mentee achieve her goal for the meeting ● Make myself available for sessions, as mutually agreed ● Be transparent with my mentee & Women@Tech if my situation changes during the Programme, should I need to stop the Programme
Data Collection	As noted on the sign-up forms, we collect your name, email & other personal information on the forms. By signing up as a mentor / mentee, you acknowledge that this information will be stored in a google sheet by the Women@Tech committee for solely the purpose of pairing mentors. View our Privacy Impact Assessment [here]().
Other FAQs	My circumstances have changed & I can no longer be a part of the Programme - what do I do?

- *While we ask that Programme participants are committed to the full duration, we understand that exceptional events occur. Should this happen, please let your mentor/mentee know, as well as the Women@Tech organisers, and we will endeavour to re-pair the remaining participant if time permits.*

What can I expect after the rotation?
- *We will ask you to fill in a short survey, to gather feedback on the Programme. We will also collect regular feedback via a monthly pulse check.*

How do I become a Women@Tech member?	If you or your company is interested in joining Women@Tech then please contact us via one of the channels below.
Any other questions?	Website | LinkedIn | Email