

# WDP Professionals Forum Mentoring Program FAQs

## How does the program work?

The Program will assemble small, virtual teams with 2 mentees and 5-7 mentors. Participants will commit to 6-7 hours over the course of four months from March to June. All meetings will take place in US EST time zone hours. The program will culminate in a wrap-up event in June, where all participants are welcomed to share thoughts, feedback, and ideas for future programs.

## What kind of questions will be addressed?

The intention of the group mentoring is to help women succeed in the workplace. As a result, the range of topics can be very broad - for example, tips on how to get a promotion or a raise, dealing with a difficult co-worker, work-life balance, changing jobs, education, etc. Since the groups are comprised of data professionals, topics specific to data and data organizations may also be raised and discussed.

The goal is to help mentees navigate ways to overcome barriers and determine new pathways to success. As a result, mentees will be encouraged to raise issues and topics they would like to discuss in the sessions. Each group has the freedom to determine how they prefer to organize their group sessions.

## Are reference materials provided?

Yes. The team has assembled a library of resource materials that will cover topics like executive presence, finding a sponsor, how to inspire others, personal branding, etc. A variety of these materials will be provided for discussion during the sessions.

## What are the benefits to participating in such a program?

There are proven benefits to having a mentor(s). For example:

- Mentees are 5 times more likely to be promoted than those without mentors

- Mentors themselves are 6 times more likely to be promoted. In fact, we had a participant in the Spring 2023 program that received a desired promotion after discussing her situation with program peers and mentors.
- A 15% boost in management level minority representation after completing mentorship
- 87% of mentoring participants feel empowered and more confident

In addition, past participants have told us that the program:

- Was a transformative experience fostering leadership, resilience, and strategic thinking
- Provided an opportunity to reassess career aspirations and goals
- Helped to enhance their confidence and provided support to advance career goals
- Allowed them to gain wisdom in navigating corporate politics. One member even acquired new perspectives that lead to accepting a board membership



### What are the requirements to be accepted as mentee?

- A. Have professional work experience and a desire to learn from your colleagues;
- B. Can commit to 6-7 hours of time over 4 months;
- C. Attend a mandatory prep session before the program begins; and
- D. Agree to fully participate in the program by attending the sessions and contributing topics.

### What are the requirements to be a mentor?

- A. 20+ years of work experience;
- B. Experience as a mentor whether formal or informal;
- C. The ability to commit to 6-7 hours of time over 4 months, including running 4 mentoring group sessions; and
- D. Passion for helping women succeed in business.

### Why do I have to attend a prep session?

Understanding your role and responsibilities as a mentee or mentor is critical to the success of the program. The prep sessions are intended to ensure candidates have this understanding and are fully committed to engaging in the program. Our experience has shown that a lack of commitment by some participants can have a negative impact on the rest of the group. We want to avoid this. Attendance at one of the prep sessions is mandatory. If a candidate does not attend a prep session, their seat in the program will be given to another candidate on the waitlist.

### Does this program cost anything?

The program and membership in the EDM Council's Women Data Professionals Forum are free.

### How much time will the program take?

Participants should plan for 6-7 hours over 4 months which includes the prep session and wrap-up session, 4 group mentoring sessions, and some preparation time.

### Will this program be offered in other time zones or regions?

This program will be in Eastern Standard Time only. All are welcome to participate regardless of location, but must be able to attend in EST. WDP is planning to start offering mentoring programs in Asia and EMEA in the future.

### Can mentees continue to communicate with their group mentor(s)?

That will be an individual decision. Mentees may reach out to their mentors separately and ask to continue the relationship. And of course, participants are encouraged to keep in touch with the women they have met in this Program. A benefit of group mentoring is building community and networks!

