

# WGOB E-GUIDE

## EFFECTIVE MENTORSHIP ON YOUR BOARD JOURNEY



*WGOB E-Guides provide tips for your board journey, empowering you with the confidence and courage to lead and serve on corporate boards.*

In the WGOB community, we have seen the power of mentorship to advance gender diversity in the boardroom. Women with mentors and sponsors accelerate faster, receive more opportunities, and feel more confident taking on new challenges.

Mentorship yields many benefits for both mentees and mentors. For mentees, the benefits include one-on-one guidance and deepened knowledge. For mentors, the benefits include opportunities for reverse mentorship and the satisfaction of paying it forward.

**TO ENSURE THAT MENTORS AND MENTEES GET THE MOST OUT OF THESE RELATIONSHIPS, IT'S HELPFUL TO UNDERSTAND HOW TO APPROACH MENTORSHIP EFFECTIVELY. HERE IS A PRIMER FOR FINDING A MENTOR AND FOSTERING MEANINGFUL MENTORSHIP RELATIONSHIPS.**

### **HOW TO FIND A MENTOR**

#### **JOIN A MENTORSHIP PROGRAM.**

A FORMAL MENTORSHIP PROGRAM SUCH AS **THE WGOB MENTORSHIP PROGRAM** CAN HELP BY MATCHING YOU WITH A MENTOR AND PROVIDING KEY LEARNINGS AND GUIDANCE FOR YOUR BOARD JOURNEY.

#### **GO THROUGH YOUR NETWORK.**

FIND AN INFORMAL MENTORSHIP RELATIONSHIP BY CONTACTING PEOPLE IN YOUR NETWORK WITH THE SKILLS AND EXPERTISE YOU ASPIRE TO ACHIEVE ONE DAY. TAKE THEM OUT FOR A CASUAL COFFEE OR LUNCH AND TALK TO THEM ABOUT HOW THEY ADVANCED THEIR CAREER TO CORPORATE BOARDS.

### **TIPS FOR EFFECTIVE MENTORSHIP RELATIONSHIPS**

#### **1. ESTABLISH MUTUAL TRUST AND RESPECT**

THE MENTOR AND MENTEE SHOULD FEEL SAFE TO BE VULNERABLE, OPEN, AND HONEST IN THEIR INTERACTIONS.

#### **2. OPENNESS TO LEARNING**

BE EAGER AND PREPARED TO LEARN FROM YOUR MENTOR. YOU CAN DEMONSTRATE YOUR ENTHUSIASM BY SETTING GOALS FOR YOUR MENTORING SESSIONS AND FOLLOWING UP TO SHARE YOUR PROGRESS.

#### **3. CLEAR COMMUNICATION**

GIVE CAREFUL THOUGHT AND ATTENTION TO YOUR COMMUNICATION WITH YOUR MENTOR. LISTEN ACTIVELY, ASK TIMELY FOLLOW-UP QUESTIONS AND CLARIFY ANYTHING YOU NEED HELP UNDERSTANDING.

#### **4. SET TIME EXPECTATIONS/COMMITMENTS**

MENTORS AND MENTEES SHOULD COMMIT TO STANDARD MEETING ETIQUETTE. AGREE TO TIMES AND OBJECTIVES IN ADVANCE AND ALWAYS BE ON TIME.