

ABOUT WOMEN GET ON BOARD

Mentorship Program



[WOMENGETONBOARD.CA](https://www.womengetonboard.ca)

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ABOUT WOMEN GET ON BOARD

Mentorship Program

Women Get On Board Inc. (WGOB) is a social-purpose company committed to elevating the next generation of women corporate directors. In 2025, we are proud to celebrate 10 years of the WGOB movement. As we commemorate this milestone, you're invited to join us on our mission to **connect, promote** and **empower** women to serve on corporate boards with confidence and courage.

Since our founding in 2015, WGOB has seen the power of mentorship affect meaningful, real-world change when it comes to advancing gender diversity in the boardroom. That's why we launched our **WGOB Mentorship Program** in 2021 to promote women leaders and accelerate their corporate board journey.

OUR IMPACT

- **60 Mentees** across 4 cohorts of the WGOB Mentorship Program, **37.2% of our Mentees are BIPOC.**
- **37 WGOB Mentors** across 4 cohorts of the WGOB Mentorship Program.
- With 4 previous and 2 current Sponsors, the WGOB Mentorship Program has seen **18 Sponsored Mentees**

The **WGOB Mentorship Program** matches aspiring women corporate directors (Mentees) with accomplished leading and serving women corporate directors (Mentors) to elevate their board effectiveness and advance their board journey to a corporate board seat. The program will provide **Guided Mentoring** and incorporates key learnings from Deborah Rosati's e-book *How to Get Yourself On a Board* and **Peer-to-Peer Networking** for the Mentees.

Mentorship Matching Selection Process

Registered Mentees will be required to complete a Mentee Profile, and Mentors will be required to complete a Mentor Profile. WGOB will make the best efforts to match Mentees with Mentors based on the information provided.



"Fantastic Program and collaborative group of women to build long term relationships with. Lots of tips to learn from and a super job of matching Mentors [with Mentees]."

- LISA PRIME
FOUNDER, PRIME STRATEGY
& PLANNING



Celebrating 10 YEARS

CONNECT. PROMOTE. EMPOWER.

Mentees

Our **WGOB Mentorship Program** aims at women with more than ten years of senior management experience who have aspirations to lead and serve on a corporate board.

MENTEE BENEFITS

Mentees will receive the following benefits:

- Receive 1:1 guidance from a leading and serving woman corporate director (your Mentor);
- Receive **Guided Mentoring** based on Deborah Rosati's e-book *How to Get Yourself On a Board*, with the following key learnings:
 - Master the Foundations of Board Service
 - Position Your Board Offer
 - Get Board Interviews
 - Ace Your Board Interview
- Expand your network via **Peer-to-Peer Networking** and build critical relationships;
- Deepen your knowledge and understanding of board dynamics to position your board offer, and;
- Receive your **WGOB Mentorship Program Certificate of Completion** and recognition upon completion within WGOB social and email communications.

MENTEE COMMITMENT

Mentees are required to make the following commitments:

- Schedule Quarterly Mentoring Sessions based on times that work for both you and your Mentor;
- Attend six Virtual Sessions supported by key learnings/resources;
- Participate in **Peer-to-Peer Networking** throughout the program;
- Drive Mentor relationships by being accountable for arranging your Quarterly Mentoring Sessions;
- Strategize together to set tangible, obtainable goals; plan and execute;
- Keep all discussions confidential;
- Share feedback with WGOB about issues and progress, and;
- Participate in evaluation throughout the program.

"I am privileged to be a part of Women Get on Board and their [Women Get On Board] Mentorship Program, which helped lead me to my new [board] role. The coaching from such fabulous inspirational women has been instrumental in accelerating my Board readiness and confidence."

- BARBARA BOYD
CFO / CORPORATE DIRECTOR

Mentors

The WGOB Mentors comprise a diverse group of leading and serving women corporate directors in Canada committed to advancing board diversity. They will support our WGOB mandate- to **connect**, **promote** and **empower** women to corporate boards.

MENTOR BENEFITS

Mentors will receive the following benefits:

- Build a relationship with an aspiring women corporate director (Mentee);
- Receive a Mentor Guide that will provide you support for your quarterly meetings with your Mentee
- Receive reverse mentorship;
- Broaden your understanding of how to be an effective Mentor;
- Contribute to advancing more gender diversity on corporate boards, and;
- Raise your profile via the WGOB website, social media channels and email communications as a Mentor for the **WGOB Mentorship Program**.

MENTOR COMMITMENT

Mentors are required to make the following commitments:

- Attend Quarterly Mentoring Sessions based on times that work for both you and your Mentee;
- Attend four Virtual Sessions supported by key learnings/resources;
- Strategize together to set tangible, obtainable goals; plan and execute;
- Keep all discussions confidential;
- Share feedback with WGOB about issues and progress, and;
- Participate in evaluation throughout the program.

Cohort 4 Mentorship Program Mentors

[Allison Mendes](#)

[Amy Freedman](#)

[Jill Donaldson](#)

[Kristi Honey](#)

[Michelle Banik](#)

[Natascha Kiernan](#)

[Qi Tang](#)

[Sandra Levy](#)

[Sham Madhok](#)

[Susan Jones](#)

[Tara McCarville](#)

[Theresa Firestone](#)

[Theresa Redburn](#)

[Tracy Primeau](#)

"Empowerment is not only about helping women find their voice, it's also about making sure they are heard. It has been such a pleasure and an honour to participate as a Mentor in the Women Get On Board Mentorship Program."

- KRISTI HONEY B.MGMT, MBA, ICD.D
BOARD DIRECTOR, CHIEF
ADMINISTRATIVE OFFICER (CAO) AT
TOWNSHIP OF UXBRIDGE

We are recruiting new WGOB Mentors for Cohort 5!

[To view our full list of Alumni Mentors, click here](#)

Program Format



"[The] women are wonderful; thoroughly enjoying being brought together to meet mentees and mentors alike. Cannot express enough thanks for the candid feedback and "heads up's" that are taking my personal board search to the next level."

- STEPHANIE BIRD, CPA, CA
GLOBAL FINANCE & OPS EXECUTIVE

WGOB has created a unique one-year program consisting of:

- Six Virtual Sessions (hosted by WGOB - dates and topics below)
 1. Program Kick-Off Roundtable Session - Mentors/Mentees
 2. Interim Session - Mentees Only
 3. Mid-Term Mentoring Roundtable Session - Mentors/Mentees
 4. Networking Session - Mentees Only
 5. Interim Session - - Mentors/Mentees
 6. Program Completion & Key Learnings Roundtable - Mentors/Mentees
- Quarterly Mentoring Sessions, Self-Initiated by Mentee

The six Virtual Sessions will provide **Guided Mentoring** and incorporates key learnings from Deborah Rosati's e-book *How to Get Yourself On a Board*, including:

- **Master the Foundations of Board Service**
 - Recognize there are different types of boards
 - Identify the skills needed to serve on a board
 - Develop your governance knowledge and expertise
- **Position Your Board Offer**
 - Assess your board readiness
 - Identify the right board for you
 - Create your board value proposition
- **Get Board Interviews**
 - Identify board opportunities
 - Network your way on to a board
 - Deliver a stand-out board resume and LinkedIn profile
- **Ace Your Board Interview**
 - Learn tips on how to prepare for a board interview

2025/2026

Program Dates

1. Program Kick-Off Roundtable Session - Mentors/Mentees

Key Learning: Master the Foundations of Board Service
April 15, 2025 | 5:00 -7:00pm ET

2. Interim Session - Mentees Only

Key Learning: Position Your Board Offer
June 17, 2025 | 5:00 -7:00pm ET

3. Mid-Term Mentoring Roundtable Session - Mentors/Mentees

Key Learning: Get Board Interviews
September 16, 2025 | 5:00 -7:00pm ET

4. Networking Session - Mentees Only

November 18, 2025 | 5:00 -6:30pm ET

5. Interim Session - Mentors/Mentees

Key Learning: Ace Your Board Interview
January 20, 2026 | 5:00 -7:00pm ET

6. Program Completion & Key Learnings Roundtable - Mentors/Mentees

March 3, 2026 | 5:00 -7:00pm ET

**Note that all sessions are virtual*



Program Fee

REGISTRATION TYPE	DESCRIPTION	FEE
WGOB MEMBERS	ONE-YEAR PROGRAM REGISTRATION FOR WGOB MEMBERS	CDN \$3600 ^{+HST}
NON-MEMBERS	ONE-YEAR PROGRAM REGISTRATION FOR NON- MEMBERS *	CDN \$4000 ^{+HST}

**Non-Member registration includes a 1-year WGOB Membership*

Co-Facilitators

Throughout this unique one-year program, the **WGOB Mentorship Program** Facilitators will guide, facilitate and host six Virtual Sessions.



DR. DEBORAH ROSATI, FCPA, FCA, ICD.D, GCB.D, CCB.D
CORPORATE DIRECTOR , FOUNDER & CEO,
WOMEN GET ON BOARD INC.

Deborah Rosati, an award-winning entrepreneur and corporate director, has been defined in three interconnected ways throughout her 35-year career – as a corporate governance champion, catalyst for change and community builder.

As the founder and CEO of [Women Get On Board Inc. \(WGOB\)](#), a 980-member social-purpose company, Deborah is building a community of the next generation of women corporate directors. WGOB amplifies the voices of women leaders, board members and professionals across Canada through education, mentorship and allyship. It's been called

The Power of Three – one woman in the boardroom is a token, two is a presence, and three is a voice.

Deborah is a leading and serving corporate director, currently chairing the board of [Profound Impact Corporation](#) and has chaired many public company audit committees and nominating & corporate governance committees. In addition, Deborah has led and served on numerous special committees with various mandates (including going public, going private, M&A, restructuring and special investigations).

Deborah's passion for good governance and board diversity is rooted in her board journey when she was often the only woman in the boardroom. These first-hand experiences cemented Deborah's conviction that having more women on boards makes better business sense.

Never satisfied with the status quo, Deborah always seeks ways to challenge expectations and drive change. She brings an environmental, social and governance (ESG) lens to every board she serves on, as she believes in the power and responsibility of business to change our world for the better.

As a visionary leader, Deborah [recently launched Women Funding Women Inc. \(WFW\)](#) with her co-founders, Sherry Shannon Vanstone and Lara Zink, to bridge the funding gap for female founders.

Deborah's commitment to sustainable change and empowerment, deep governance knowledge, financial expertise and dynamic personality have made her a sought-after thought leader and speaker. Deborah's thought leadership on corporate governance, sustainability, EDI and social impact is profiled on her website, [deborahrosati.ca](#).

Co-Facilitators

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SHARON CASTELINO, MBA, LL.M., ICD.D
CORPORATE DIRECTOR & ADVISOR
WOMEN GET ON BOARD INC.

A trusted and award-winning business leader, advisor and mentor with an exemplary track record as a Corporate Director (20+years) and Financial Services Executive (30+years).

Versatile and collaborative, Sharon's board service includes profit and non-profit within both the public and private sectors, and across numerous industries - healthcare, AI/technology, asset management, private equity, and investments. Her various board leadership roles have included Chair and Committee Member of Audit, Compensation, Governance, Risk, M&A and Investment, within both the public and private sectors. She currently serves on four boards

in addition to her consulting and advisory practice:

1. Lead Director, Move Health Holdings Corp.
2. Director, City of Toronto Investment Board
3. Director, Profound Impact Corporation
4. Board Member, Ivey Business School, Global Alumni Network

In her corporate career, Sharon held senior executive roles at large Canadian Tier 1 banks, a fintech start-up that went public in 2017, and as President of the largest public-private partnership for housing attainability. Her accountabilities have included billion-dollar P&Ls, large workforce management and multi-disciplinary teams across global teams jurisdictions in complex and highly regulated environments.

Sharon has delivered dozens of keynotes on various topics, including corporate governance, ESG, Economic Reconciliation, leadership, the Canadian economy, the housing sector, real estate lending, cryptoassets and the law, and the North American regulatory landscape.

She completed a Master of Laws from Osgoode Hall Law School, a Master of Business Administration with Distinction, earning the prestigious Ivey Scholar from the Richard Ivey School of Business, Western University, and holds her ICD.D designation.

Born in India, Sharon identifies as BIPOC and resides in Toronto with her husband and three adult sons.

ABOUT WOMEN GET ON BOARD

Mentorship Program Advisory Council

We formed our **WGOB Mentorship Program Founding Advisory Council** to help build, support and promote our WGOB Mentorship Program, launched in 2021. This group of diverse and accomplished women leaders were committed to our WGOB mandate to **connect**, **promote** and **empower** the next generation of women leaders. Thank you to our WGOB Mentorship Program Founding Advisory Council members for their commitment to supporting us in our launch and building out our **WGOB Mentorship Program** during their term October 2020-March 2024.

Mentorship Program Founding Advisory Council Members

1. [Jennifer Laidlaw](#), Transformational Leader
2. [Vinny Bhathal](#), Managing Partner, Chief Controller, Sprott Inc., Chief Financial Officer, SAM LP
3. [Lori-Ann Beausoleil](#), Board member, Audit Committee Chair, Retired PWC Partner
4. [Alyssa Barry](#), Principal & Co-founder of irlabs
5. [Beth Tyndall](#), Chief People Officer, Ontario Teachers' Pension Plan
6. [Janis Duncan](#), Founder, More Than An Occasion
7. [Cheryl Fullerton](#), EVP People and Communications at Corus Entertainment



As an empower sponsor, we are proud to see the WGOB mentorship program building and developing a pipeline of strong board members. WGOB mentorship program is engaging and fast tracks the board readiness of women by giving them tools to enhance their skillset and a platform to learn from and develop meaningful connections with the seasoned board members as their mentors.

VINNY BHATHAL, CPA, CMA
MANAGING PARTNER, CHIEF CONTROLLER & TREASURER AT SPROTT
INC. CFO SPROTASSET MANAGEMENT LPCOPYRIGHT

WOMEN GET ON BOARD

Mentorship Program Sponsors

Sponsorship levels are based on our WGOB Corporate pillars- to **Connect**, **Promote**, and **Empower** women to corporate boards.

Thank you to our Sponsors

EMPOWER LEVEL



CONNECT LEVEL



Thank you as well to our past **connect** sponsors:

- First Nations Financial Management Board
- irlabs
- Massey Henry
- Sandpiper Group

*If you are interested in sponsoring the **WGOB Mentorship Program** please reach out to us at connect@womengetonboard.ca.*

“Stanton Chase is proud to be a returning sponsor the Women Get on Board Mentorship Program as it launches its 5th Cohort. Deborah and the WGOB team have developed a truly exceptional program that provides real-world guidance, helps build confidence, and creates a pathway for women to fully realize their potential and find their voice. Mentorship is something I’m deeply passionate about personally, and we’re thrilled to be part of an initiative that is not only helping women prepare for board roles, but also shaping the future of stronger governance and more inclusive decision-making.”

- CATHY LOGUE, FCPA, FCA, ICD.D
MANAGING DIRECTOR & GLOBAL PRACTICE LEADER, STANTON CHASE