



MentoringWomenInBusiness

Protégé Mentorship
Programme
for Women

February – November 2020

Sydney



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Protégé Mentorship Programme

Protégé has created one of the most comprehensive and professional mentoring programmes for women and have to date mentored more than 1,200 young women leaders and developed 600 senior executives as mentors. Protégé encourages our mentors and mentees to create a ripple effect by 'paying-it-forward' in both their organisations and the community as a whole.

More and more organisations see the value of mentoring and leadership programmes as a vital investment in accelerating women's careers and equipping them with the skills to attain the senior roles they aspire to. Our mentorship programme includes all the elements highlighted as success factors for the further development of women in McKinsey's Women Matter Report 2016: Mentoring, Leadership Skills Building and Networking.

Protégé is Coming to Australia!

Protégé, together with our Partner, Micro Focus, is launching its inaugural public mentoring programme in Sydney. We seek to partner with 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 Australian community.

Benefits for Your Organisation

- 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.



How the Protégé Programme Works

Protégé is a comprehensive, multi-faceted, 9-month long development programme aimed at both talented and motivated early career females (Mentees) and experienced senior female and male executives (Mentors). It provides a holistic approach that supports and prepares young professional women to be the next generation of leaders.

Objectives for Mentees and Mentors:

Mentees – will expand their leadership and business skills plus focus on enhancing their self-confidence to speak up and to speak out and build resilience. In addition, they will have unlimited opportunities to build a strong and supportive network of both peers and senior executives who will be able to give them insights and guidance on how to best manage both personal and business challenges.

Mentors – become more practised at mentoring and developing women from a broad range of industries and sectors, while opening the door to more advanced leadership opportunities and giving back to the community.



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The Mentoring Programme at a Glance

A unique 9-month 'best-in-class', structured mentoring experience including a rigorous mentor/mentee matching process, relevant and interactive workshops for both mentees and mentors, and regular check-ins to ensure participants are meeting their goals.

Mentors – are experienced, senior female or male leaders with a minimum of 10 years in a senior leadership role.

Mentees – are highly motivated and talented, early career females with a minimum of 10 years full-time work experience.

Duration and Location: 9-months from **February – November 2020** based in Sydney.

Programme Details:

- **Official Launch, Mid-point Review and Closing Celebrations** – held at the start, middle and end of the programme.
- **Mentor / Mentee Matching** – a vital component of a successful mentoring programme.
- **Mentoring Sessions** – 6-8 x one-to-one mentoring sessions between Mentor and Mentee.
- **Mentee Skills Workshops** – to enhance self-confidence, resilience and to be able to proactively manage career goals.
- **Mentor Skills Workshop** – to further develop mentoring and leadership skills.
- **Guest Speakers** – talks and discussions on topics relevant to the advancement of women and business issues.
- **Networking Events** – with peers, mentors, senior executives and other women's interest groups.
- **Programme Workbooks and Materials** – to enhance and support the learning experience.
- **Professional Mentor Supervision** – on an as required basis.
- **Protégé Mentoring App** – provides access to everything you need for the programme in one handy location.



Protégé 2020 Programme Calendar

Sydney

Events conducted between 5:30-8:00pm mid-week at Micro Focus, Level 8, 76 Berry Street North Sydney, N.S.W. 2060
Mentors are welcome to attend Mentee workshops.

Date	Event	Responsibility / Attendees
17 December 2019 6 February 2020	10:00 am via teleconference 5:30 pm via teleconference	Protégé + Interested parties
12 March	Applications close	Interested applicants
16 March	Successful applicants confirmed – download Mentoring App	Protégé
30 March	Speed Matching between Mentors and Mentees	All
5 May	Confirmation of Mentor / Mentee Match	Protégé
6 May	Protégé 2020 Mentoring Programme Launch	All + Guests
May to November	6-8 x one-hour Mentoring Sessions	Mentors, Mentees
27 May	Mentor Skills Workshop	Mentors Only
10 June	Mentee Workshop #1 – Secrets of Career Success	Mentees
22 July	Mid-point Review	All
12 or 19 August	Networking Event	All
15 September	Mentee Workshop #2 – Finding Your Voice	Mentees
4 or 11 November	Closing Celebration	All + Guests
November	Written feedback via Mentoring App	Protégé



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An Investment in the Future

Protégé is passionate about the growth and development of businesswomen and the senior executives who mentor them. All of the following are included in your investment to retain and further develop your future leaders:

- o **Participation** – for qualified mentees and mentors from your organisation.
- o **Multiple Networking Opportunities** – within the programme and across various industries and women's interest groups.
- o **Protégé Mentoring App** – participants will have access to our new App which automates the administration of the programme and stores all information in one handy location.

As a Protégé participating organisation your investment in the full 9-month programme for 2020 is **AU\$1,750 (+GST)** per mentee.

Find Out More

This programme will book out quickly and as numbers are limited, please contact us for more information or apply now at the **Early Bird Fee** for mentees:

1. **Register for an Information Session** on 6 February 2020, 5:30pm via the link:
<https://trayka.com/onboard/protege-mentoring-programme-Sydney-2019>
2. Complete and submit your **Application Form** by **12 March 2020**.

Mentor Link: <https://trayka.com/mentor-apply/protege-mentoring-programme-Sydney-2019>

Mentee Link: <https://trayka.com/mentee-apply/protege-mentoring-programme-Sydney-2019>

3. **Contact:**
 - a. Ms Anna Harper, Founder, Cultural Shapeshifters at anna@culturalshapeshifters.com
 - b. Ms Kim Jenkins, APAC Sales Director Micro Focus at kim.jenkins2@microfocus.com
 - c. Ms Louise J Tagliante, Founder, Protégé at louise.tagliante@protege.asia.



'Best-in-class' Mentoring Programme

Our mentoring programmes offer:

- A structured programme with an official launch and close that's fully supported to encourage participation and to promote the advancement of women leaders.
- Clear programme goals and outcomes.
- Role definition for both mentors and mentees.
- Training and professional support (supervision) for mentors.
- Encourage mentors and mentees to volunteer and to have a clear set of personal objectives and goals.
- A robust 'chemistry fit' matching process.
- Potential for mentee to change mentors, should the match not be successful.
- Strict confidentiality between mentor and mentee so that deep trust is built.
- Regular check-ins with all participants as to progress.
- Measuring the success of the overall programme.

Protégé Partner Organisations

Protégé Partners Singapore, Dubai, Australia

Whilst the Protégé public mentoring programme has been conducted mainly in Singapore for the past 7 years with resounding success, this is an opportunity to participate in the inaugural public mentoring programme in Australia, together with our partner **Micro Focus**.

The Protégé programme has teamed with the following organisations in Singapore, Dubai and Australia:

- | | | |
|-------------------------------|---|----------------------------------|
| - Brunswick Group | - Canopus | - Clifford Chance |
| - Hogan Lovells | - Jones Lang Lassalle | - Linklaters |
| - Marsh Singapore | - NBCUniversal | - Nikko AM |
| - Nomura Singapore | - OCBC Bank | - Red Hat Asia Pacific |
| - Standard Chartered Bank | - State Street Bank | - White & Case |
| - Micro Focus | - Alcon | - CFA Society Sydney & Singapore |
| - AXA Insurance | - Alstom | - Girls in Tech Singapore |
| - Women in Mining & Resources | - Financial Women's Association Singapore | |



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What's Being Said?

YouTube – Listen to what a former mentor and mentee have to say about the success they experienced on the programme in Singapore:

<https://www.youtube.com/watch?v=M3AmDByk34c&t=14s>

Protégé Partner and Mentor – Mark Newman, CEO, Canopus (Singapore)

'As a repeat mentor on the Protégé programme I continue to be hugely impressed by the quality of the content and most importantly the fantastic quality of the mentees.

We hear so much talk about D&I initiatives, and us all taking more responsibility to positively influence the workforce - well this programme is the real thing. It will add:

KNOWLEDGE - who you are, what you want, and what's important

KNOW-HOW - actual skills, guidance and support to get you there

NETWORKING - create new contacts, learn from peers, increase your profile.'

Mentors:

- *'I gained more skills in Diversity and Inclusion and it helped me work on my **unconscious bias!**'*
- *'I definitely feel I am more **open and transparent** – encouraged on the programme.'*
- *'Helped me understand the motivations and thought process of the younger generation. I now try to keep those in mind when trying to engage and **motivate my team.**'*
- *'The interaction with the mentees proved invaluable in providing me with a sense of the **challenges faced by our female talent.**'*
- *'Made me reflect more on how I'm **managing my own career** and that of my direct reports; and challenging myself to improve and create opportunities for myself and my team.'*

Mentees:

- *'I loved the ripple effect caused from this fantastic programme in **building stronger communities** for both men and women and the parallel initiatives that flourished as a result.'*
- *'Coming back from maternity leave, it **gave me the push** to start networking again and the readiness to take on extra projects and stretch.'*
- *'I've **started thinking differently** about the impact of being visible and how I present myself. I feel **empowered to get involved in challenging projects** and be more comfortable being my genuine self at work.'*
- *'To push myself **beyond my comfort zone** and find where the 'magic' can happen. I definitely have better exposure and more opportunity to shine.'*
- *'Having my mentor challenge how I was approaching decisions regarding my career. For example, I would initially focus on impact to others before focusing on what I wanted.'*
- *'I pay more attention to relationships and networking - **I am more confident in being assertive about my work, goals and targets.**'*

Protégé Mentorship Programme

August 2019 – May 2020



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About Micro Focus

Micro Focus helps organizations run and transform their business through four core areas of digital transformation: [Enterprise DevOps](#), [Hybrid IT Management](#), [Predictive Analytics](#) and [Security, Risk & Governance](#). Driven by customer-centric innovation, our software provides the critical tools they need to build, operate, secure, and analyze the enterprise. By design, these tools bridge the gap between existing and emerging technologies—enabling faster innovation, with less risk, in the race to digital transformation.

Micro Focus Australia Pty Ltd | Registered Office: Level 8, 76 Berry Street, North Sydney NSW 2060 | ABN 73 614 548 346

M: +61 404 673 310

T: +61 2 8281 3400

E: sara.evans@microfocus.com

W: www.microfocus.com

LI: <https://www.linkedin.com/company/micro-focus/>

YT: https://www.youtube.com/channel/UC35gcEr3eOT_xM_5nEBXmTA

About Protégé – MentoringWomenInBusiness

Differentiate Pte Ltd (200612413N) – Owner of Protégé

10 Anson Road #12-14 | International Plaza | Singapore 079903

M: +65 9363 3506

T: +65 6509 0768

E: louise.tagliante@protege.asia W: www.protege.asia

LI: <https://www.linkedin.com/company/protege---mentoringwomeninbusiness>

FB: <https://www.facebook.com/protege.asia>

YT: <https://www.youtube.com/watch?v=M3AmDByk34c&t=14s>