



MentoringWomenInBusiness

Partner with Protégé

Protégé Mentoring Programme
2019

protege.asia

— Protégé Mentoring Programme

At Protégé we believe in the power of mentoring and have to date mentored more than 900 young women leaders and developed 500 senior executives as mentors. Our mentoring programme encourages both our mentors and mentees to create a ripple effect by paying it forward in both their organisations and community.

More and more women say they value mentoring and leadership programmes as a vital investment in accelerating their career and equipping them with the skills to attain the senior roles they aspire to. Our programme includes all the elements highlighted as success factors for the further development of women in McKinsey's Women Matter Report 2015: Mentoring, Skills Building and Networking.

How Protégé Works

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

OBJECTIVES FOR MENTEES AND MENTORS:

Mentees – gain new perspectives and skills to advance their career and develop meaningful professional connections across all industries. To define and establish a 'board of directors' and gain visibility internally and externally to attract sponsors who can advocate for them.

Mentors – become more practised at mentoring and developing others, while opening the door to leadership and developmental opportunities.



Become a Protégé Partner 2019

Protégé is seeking 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 Singapore community.

BENEFITS FOR PARTNERS

- Support, develop, and retain talented female millennials, bolstering a creative knowledge base, and establishing a competitive advantage.
- Build a sustainable and diverse pipeline of talented women enabling your organisation to actively motivate and engage your most promising people.
- Tap into knowledge capital within and outside your organisation.
- Brand and 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.

– The Mentoring Programme at a Glance

A unique 12 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 position.

Mentees – are highly motivated and talented, early career females with a minimum of six year’s full-time work experience.

Duration and Location: 12 months from September 2018 to August 2019 based in Singapore.

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 one-to-one mentoring sessions between Mentor and Mentee.
- Mentee Skills Workshops – focused on leadership, self-awareness, goal setting, personal values, MBTI® assessment, career choices, communication, and negotiations.
- Mentoring Circles – to further develop and support our Mentors.
- Peer-to-peer Learning – Mentees work in small groups to support each other throughout the journey and to work on a small project.
- Guest Speakers and Panelists – talks and discussions on topics relevant to the advancement of women and business issues.
- Networking Events – with peers, Mentors, senior executives, partners and other women’s interest groups.
- Programme Workbooks and Materials – to enhance and support the learning experience.
- Mentor Supervision – on an as required basis.
- Alumni Mentees – alumni Mentees are encouraged to ‘pay-it-forward’ and mentor and support underprivileged young women in the community.

Protégé Curriculum 2018-2019

2018	September - October	Information Sessions #1, #2, #3, #4
	October	Applications close at midnight Successful applicants confirmed
	November	‘Speed Networking’ – Matching Session
	December	Year-end Celebration
2019	January - August	6-8 x one-hour Mentoring Sessions
	January	Confirmation of Mentor / Mentee Match Protégé 2019 Official Launch Mentor Workshop #1 Mentee Workshop #1
	February	Mentee Workshop #2
	March	Networking Evening + Alumni sharing Mentee Workshop #3 Mentor Workshop #2
	April	Mentor Networking Dinner Mentee Workshop #4
	May	Mid-point Review Mentor Workshop #3
	June	Networking Evening
	July	Mentee Workshop #5
	August	Mentee Workshop #6 Programme Close & Celebration
	September	Written feedback online

— An Investment in the Future

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

- **Participation** – for two qualified Mentees and/or Mentors.
- **Additional Participants** – you will be given priority for additional qualified applicants to join at no charge should there be places available on the programme.
- **Corporate Branding** – your corporate logo will appear on all marketing collateral including the Protégé website, Facebook and LinkedIn.
- **Multiple Networking Opportunities** – within the programme and across various industries and women's interest groups.
- **Host an Event** – host Protégé workshops/events at your premises and invite your staff members to attend, where appropriate.

As a Protégé Partner your investment in the full 12-month Programme for 2018-19 is S\$8,000.00.

(Singaporean companies can take advantage of the PIC credit. You can save 60% or more on training fees, regardless of the nationality of the participant. See the IRAS Website for more information.)

Find Out More

To set up an appointment with Protégé, please contact:
Louise Tagliante, Managing Director
louise.tagliante@protege.asia.



— What's Being Said?



“

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. If you have career minded and dedicated female colleagues in Singapore, looking to learn about themselves, learn new skills and basically “be the best they can be” in all parts of life, you need to support them on this programme.

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.

PROTÉGÉ PARTNER AND MENTOR – MARK NEWMAN, CEO, CANOPIUS

“

Excellence in organising and implementing the programme. High quality mentors who are very open.

MENTOR

“

The programme was a life saver this year at a very pivotal time in my career where I had experienced huge disappointment and was fairly lost at what to do next.

MENTEE

“

Gained a different perspective of work/career/ life e.g. employee vs employer mentality, having more courage to ask for information and recognition/reward.

MENTEE

“

Gained more robust mentoring skills for myself. Built my network of colleagues within the mentoring group plus my network of young Singaporean female talent.

MENTOR

“

Defining the image I wanted at work - my branding. Became more confident in my role and better understand my teammates and team dynamics.

MENTEE

“

Improved communication skills, better listening skills and loved the 'knots' workshop.

MENTOR

YOUTUBE

Check out what a former mentor and mentee have to say about the success they experienced on the programme: <https://www.youtube.com/watch?v=M3AmDByk34c&t=14s>

— Protégé Partners and Participants 2018

PROTÉGÉ PARTNERS 2015-2018

- Brunswick Group
- Canopus
- Clifford Chance
- Hogan Lovells
- Jones Lang Lassalle
- Linklaters
- Marsh Singapore
- NBCUniversal
- Nikko AM
- Nomura Singapore
- OCBC Bank
- Red Hat Asia
- Standard Chartered Bank
- State Street Bank
- White & Case

The 2018 cohort is made up of **98 participants** from 16 different countries covering 51 diverse organisations and functions.

- AkzoNobel
- Amertex
- Anita Ghosal
- Apple
- Atom Global Consulting
- BioMark
- BNP Paribus
- BNY Mellon
- Bridge Partnership
- BWO Offshore
- Canopus
- CBRE
- Citibank
- COFCO Resources
- Elev8advisory
- Fuji Xerox
- Groz-Beckert
- Hello Sister
- Hogan Lovells
- JK Exec Coaching
- J.P. Morgan
- Lazarda
- Leverage Media
- LumenLab
- Marsh Singapore
- MCI Group AP
- Mubadala Petroleum
- My Doc
- NBCUniversal
- Nikko AM
- Nomura
- Northern Trust
- Nosh trekker
- OCBC Bank
- Pernod-Ricard
- Presence of Mind
- Rakutan
- Red Hat Asia
- S&P Global
- SAP
- Sierra Vista Resources
- Standard Chartered
- State Street Bank
- Transcarta
- Trable
- Trip 101
- Unilever
- Varde
- White & Case
- Willis Towers Watson
- World Vision



In-house Programmes

Licensed to run the mentoring programme in-house:

- CFA Society Singapore – 2016 and 2017.
- CFA Society Sydney – 2018.
- Financial Women's Association Singapore (FWAS) – since 2011.
- Girls in Tech Singapore – 2018.
- OCBC Bank – 2018.
- Standard Chartered Bank – Singapore and Dubai 2018.
- Women in Mining and Resources (WIMAR) – 2016 and 2018.

Protégé is 100% owned by Differentiate Pte Ltd (200612413N)

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

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