

# MENTORSHIP PROGRAM

The KWIB mentorship program is a natural extension of everything Kelowna Women In Business stands for. We launched our first 12-week program in September 2021, and the feedback from our participants has been incredible!

Our mentorship program creates a safe and supportive environment where both mentor and mentee can engage in building trust, setting goals and achieving them through creative problem solving and solutioning. A mentor acts as a sponsor and coach for the mentee, helping her to improve performance and advance her career or business. A mentor shares her knowledge, learnings, and perspective; leveraging her experience to help her mentee develop and create solutions and opportunities.

We have an outstanding line up of AMAZING, TALENTED women mentors but to fill demand, we would love to bring on more. Our mentorship program gives successful entrepreneurs and professionals the ability to give back; offering flexible options designed to accommodate personal and professional commitments.

Become one of our mentors and not only will you benefit from the sense of fulfillment and growth that comes from inspiring, motivating, and EMPOWERING others; you will receive:

- Exposure to fresh perspectives, ideas and approaches
- The opportunity to work on your personal leadership and coaching style
- Exposure to a broader network of entrepreneurs and professionals in our community.

## **Program Outline:**

The program is for entrepreneurial women, solopreneurs and professionals (those working for others).

We are offering a 12-week program with regular touch points/meetings between the mentor and the mentee and scheduled surveys that will give you the opportunity to share your feedback regarding successes and challenges.

Mentees will set and track their goals for the 12-week program, completing pre-work and a draft of those goals prior the first meeting with their mentor.

## **Matching:**

Mentors fill out a profile, identifying experience, specialized skills, competencies/skills

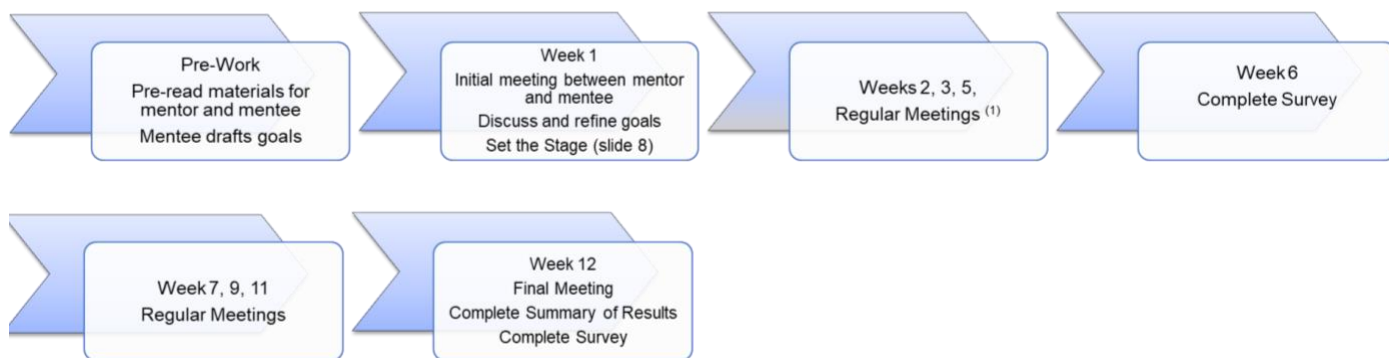
Mentees fill out a profile identifying her needs and areas she would like to develop in terms of specialized skills and/or competencies e.g. small business funding, or leadership.

Mentors and mentees will be matched based on the identified needs of the mentee and skills of the mentor.

**Mentor Time Commitment:**

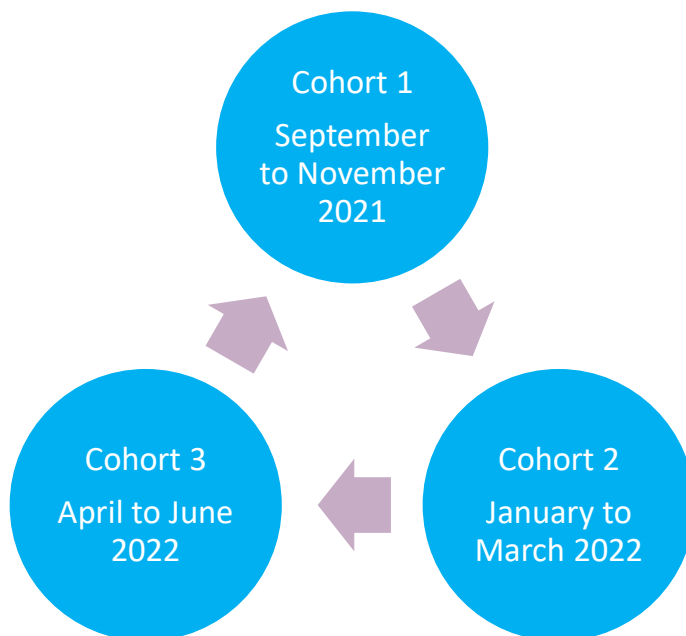
Total Commitment is estimated at 11-12 hours and includes:

- Complete bio and experience questionnaire (for matching) – 1 hour
- 1 hour per week for first 3 weeks, then bi-weekly for weeks 5, 7, 9, 11 and a wrap up in week 12 = 8 hour commitment
- Plus – pre-reads, monthly content, training on the software = 2-3 hour commitment



**Program Flexibility:**

The program will run 3 cohorts annually, providing flexibility for the mentor. Mentors can choose which cohort best suits her, and can sign up for 1 cohort, or all 3 depending on her schedule and work/family commitments.



Contact Kara James at [info@kwib.org](mailto:info@kwib.org) for more information how you can join our program.

*“A mentor is someone who allows you to see the hope inside yourself.” — Oprah Winfrey*