

WOMEN + POWER PRESENTS

PEER MENTORING CIRCLES



WOMEN+POWER





PROGRAM GUIDE

HOW IS THE MENTORING CIRCLE SCHEDULED AND FACILITATED?

The group is peer-led. We suggest rotating the person who facilitates the session so that everyone gets a turn. The role of the facilitator isn't necessarily to "teach" the group something, but rather to encourage conversation. Conducting research on the topic beforehand and preparing questions for the group is recommended. But this is not a written rule! If you feel compelled to teach the group something – do it!

HOW OFTEN SHOULD THE PEER MENTORING CIRCLE MEET?

This is up to the group. We suggest once a month for an hour. This gives participants time to apply what they learned from the previous session and time to learn about the next topic.

WHAT SHOULD THE STRUCTURE OF THE PROGRAM LOOK LIKE?

Our suggestions are in this guide, but feel free to make it your own.



PURPOSE

Build a mentoring circle that will meet regularly to discuss specific topics of interest to the group



PEER MENTORING CIRCLE



EXAMPLES OF TOPICS TO FOCUS ON

- Double bind (likeability v. competency)
- Emotional tax
- The SCARF model
- Work-Life Balance & managing your mental health
- Negotiation strategies (negotiation v. persuasion)
- Meyers Briggs Personality Test
- Leading through times of change
- Trust building & maintenance
- Mastering public speaking
- Decision-making & sense-making models
- Fixed vs growth mindset
- Identifying core values
- Courageous leadership
- Power of networking
- Personal brand and storytelling
- Career growth/progression
- Navigating a male dominated industry
- Storytelling & the power of language
- Communication & leadership
- Interrupting bias
- Imposter Syndrome & managing your inner critic
- Knowing your strengths

PRIOR TO THE MEETING:

The facilitator will send out a meeting request a few weeks in advance that includes the topic, links to reading/watching material, and a couple of thought-provoking questions for the group to think about.

AT THE MEETING:

The facilitator introduces the topic and highlights what resonated with them when they were completing the pre-work. We encourage the facilitator to share a story with the group to bring the topic to life and to create a safe space for others to share.



TIMELINES

September	<p>Orientation & Registration</p> <ul style="list-style-type: none">• 10th – Sign-up deadline• 17th – Women+Power connects peer mentoring circle groups• 28th – Program orientation session (30 mins)<ul style="list-style-type: none">◦ One session with all participants◦ Review program guide and have members volunteer to coordinate and facilitate the first meeting
October - March	<p>Program runs – fully peer-led (no facilitation from W+P).</p> <ul style="list-style-type: none">• Groups can reach out to Women+Power at any time for help
December	<ul style="list-style-type: none">• 15th – Women+Power Virtual Peer Circle Mixer
March	Women+Power Peer Circle Wrap Up Event

PEER MENTORING CIRCLE TEAMS

The goal is to create diverse teams by mixing companies, level of organization, and area of expertise.



TESTIMONIALS

**Testimonials are from participants in the first 2021 Peer Mentoring Circle program that ran from January to July.*

“The opportunity to discuss and share our work experiences and the lessons learned from these experiences with other professional women in a safe, supportive environment can be transformational. We may have different goals and we may be at different stages in our careers, but it is incredibly easy to relate to each other’s experiences. Personally, I found that our meetings helped me validate some of my career struggles and helped me feel less isolated in my professional journey.”

“Through this very supportive group, I have been able to break past the one-sided story that I had been telling myself where my career had to progress in a certain direction and at a specific rate. I am encouraged to be more vulnerable and try different communication methods to find my own balance as a female leader. I hope to continue to build relationships with these incredible women.”

“The W+P Peer Mentoring Program exceeded my expectations. It provided the opportunity to connect with an incredible group of women at other companies, whom I otherwise wouldn’t have met. I was impressed with the preparation and effort each participant put into planning our sessions to foster meaningful conversation. I learned from each person in the circle and left each session feeling inspired. I plan to stay in touch with this group going forward.”

“It was a great opportunity to connect with women and have open discussions on diverse topics that allow each of us to share stories, challenges and strategies for success. I really appreciated the different perspectives and approaches each team member brought to the circle.”