



### **2020-2021 WCT Waterloo Region Mentoring Circles Program**

Each month from November to May, we host a Keynote speaker from the community to educate us on a topic that will help us with our professional growth. Following each Keynote, we break out into small Mentoring Circles for the Mentoring portion of the program. Mentoring Circle members are from varied genders, backgrounds, expertise, and career levels and consist of 1-2 Mentors and 6-8 Mentees. Groupings are by career stage: Pre-Career, Early Career, Mid-Career, and Executive Professionals.

By exchanging experiences, challenges, and opportunities for the purpose of enhancing self-confidence, communication skills and leadership practices, participants are able to set important development goals in a supported group where members become accountable to one another.

We are using EnPoint, a Canadian female-founded Mentoring Platform developed and run out of Canada.

In order to enroll, please follow the link to EnPoint. Setup a profile on EnPoint. Accept the Program Agreement, and then complete the confidential intake form to provide information related to your mentoring goals. The information is used to match participants to a Circle. EnPoint will enable easier communication with all participants, a resource center where you can find past presentations and materials, as well as articles recommended by speakers and mentors, and the links for our virtual meetings.

**Register as a Mentee:** <https://enpointmentorship.com/c/women-in-communications-and-technology/program/37/register/2>

**Register as a Mentor:** <https://enpointmentorship.com/c/women-in-communications-and-technology/program/37/register/1>

Like-minded professionals form strategic partnerships with members of their group. Partnerships help mentees deal with current career challenges, as well as find the support and tools they need to grow and develop.

### Virtual Mentoring Circles Dates and Format

Oct 29 2020	Nov 12 / Dec 10 / Jan 14 / Feb 11 / Mar 11 / April 8	May 13 2021
Mentors and WCT Waterloo Region Executives 6pm-7pm	Six 2-hour sessions with Mentors and Mentees  <b>Timing:</b> 5:30 to 7:30 p.m. Welcome Message: 5:30 p.m. Keynote Speaker: 5:45 to 6:15 p.m. Q&A: 6:15 to 6:30 p.m. Mentoring Circles: 6:30 to 7:30 p.m.	Wrap Up Event with Mentors and Mentees

### What will each Mentoring Circle focus on?

Depending on profile characteristics, Mentees are assigned to one of four possible groups:

1. **Pre-Career** - Geared towards individuals who have yet to start their career including post-secondary school graduates and students in their final year of post-secondary school.
  - Topics to be covered could include:
    - Establishing a network
    - Establishing your personal brand
    - Resume writing
    - Interview preparation
    - Evaluating one's skill set
    - Building job search skills
  
2. **Early Career** - Geared towards individuals establishing their career and currently have less than 5 years of professional work experience
  - Topics to be covered could include:
    - Establishing a network
    - Establishing your personal brand
    - Resume writing
    - Interview preparation
    - Expanding your influence
    - Growing your role specific skills
    - Excelling at work while balancing personal commitments
    - Working towards a raise or promotion
    - Sharing insights on relevant conferences and community resources
    - Getting help in knowing which tools to learn (i.e. Salesforce, Slack, etc.)

3. **Mid-Career** - Geared towards individuals interested in advancing their career and have 6-20 years of professional work experience, including those who are looking for help with a career transition or those re-entering the workforce after a period away.
  - Topics to be covered could include:
    - Growing your network
    - Refining your personal brand
    - Taking calculated risks at work
    - Enhancing your teamwork, communication, and leadership potential skills
    - Exploring certifications and courses to keep you relevant
    - Help with finding your way to a new career
    - Honing your management/people skills
    - Excelling at work while balancing personal commitments
    - Financial literacy
  
4. **Executive Professionals** - Geared towards individuals in a position of executive leadership, looking for an opportunity to accelerate their professional development and receive mentoring advice on what it takes to excel in the highest roles and what comes next once you are there.
  - Topics to be covered could include:
    - Sharing executive insights and new perspectives
    - Preparing for the C-Suite
    - Finding and securing Paid Board Positions
    - How to give back and mentor the next generation of leaders, while also trying to maintain control over your own commitments and goals

#### **What can participants expect to get out of the Mentoring Circle meetings?**

Through regularly scheduled meetings, each Mentoring Circle will set their desired goals for the group and working together will build the competence and character to reach those goals for all of the Mentoring Circle members.

Following one of the main tenets of WCT, the Mentoring Circles Program is designed to help members achieve their personal and professional goals. We believe that together we are stronger and can help each other develop and advance our careers through sharing our diverse knowledge and experiences.

**Cost:** In 2019-2020 due to generous support from Deloitte Canada we were able to make this program available at no cost. We are committed to continuing the 2020-2021 season for Waterloo Region participants at no cost.

Please send an email to WCT Waterloo Region with any questions: [wctwaterloo@wct-fct.com](mailto:wctwaterloo@wct-fct.com)