



BPW Calgary Mentorship Program Information

Mission of the Program

To create and grow formal supportive mentoring relationships amongst BPW Calgary members that will make a positive impact in the professional and personal lives of both the mentors and protégées.

Vision of the Program

To grow and develop diverse mentoring relationships that will have a positive impact on the professional and personal lives of its participants as well as further enhance the supportive and nurturing culture of the BPW Calgary organization.

Program Goals

- To support BPW's cornerstones of leadership and professional development
- To support BPW Calgary's vision of empowering women to reach their full potential

Program Design

Our program design includes traditional one-on-one mentorship, forward-looking leadership workshops, open-minded roundtables, and diverse group networking activities which benefit both protégées and mentors. The dinner meetings are valuable for each mentor/protégée pair with topics such as: effective public speaking, time management, social media, personal branding, talent management, financial planning and professional leadership.

Our Mentors and Protégées

Our mentors are diverse professional and business women employed across a broad range of industries and sectors (corporate, not-for-profit and entrepreneurial) and occupations. They have many years of business experience as well as a variety of life experiences and enjoy giving back to the community.

Our protégées are BPW members representing a diverse group of professional and business women who are interested in developing and strengthening their leadership skills and advancing their careers by expanding their network.

Ementorship@bpwcalgary.com

Whttp://bpwcalgary.com/



Program Design

Protégées and mentors submit application forms by email to mentorship@bpwcalgary.com by the end of October. Interviews are held to identify the goals of both protégées and mentors. Protégé/mentor matching is based on individual goals and potential to build a genuine relationship of trust. The program begins in December/January and continues for six to nine months.

In addition to one-on-one meetings, mentors and protégées are required to complete the following:

- Attend Mentorship Program workshop(s)
- Attend at least 3 BPW Calgary dinner meetings (2nd Wednesday of the month from December through May) together.
- Participate in one BPW Calgary community outreach activity together. These outreach activities may include:
 - (a) *The Walk-In Closet* – collection, sorting and organizing of gently used business clothing & accessories at their facility or be a fashion consultant for the day.
 - (b) *Servants Anonymous Society* – collection and delivery of adopt-a family program and supporting the Fireworks Co-operative catering business in a variety of ways. Participate in the book drive collection.
 - (c) *The Calgary Immigrant Women's Association* – providing resources and support for immigrant women.
- Attend the BPW Calgary Year-End Celebration Event which includes a graduation ceremony for the Mentoring Program.



***Canada is destined to be one of the great nations of the world and
Canadian women must be ready for citizenship***

(Nellie McClung, The Stream Runs Fast)

On May 30th 2010, BPW Calgary's Mentorship Program was nominated for "The Best Practices Award", a new initiative of the Institute of Canadian Citizenship.

In the submission to ICC, it was noted that "for modern participatory democracy to succeed, citizens need to be connected in a shared search for the public good and cooperate with one another to achieve this. This requires a certain set of values, not just of cooperation, but also of mutual respect and tolerance for fellow participants.

The BPW mentorship program presents an opportunity for women to be united in a collective mission for a mutual benefit. Mentors gain an increased understanding of the functioning of society, its institutions, and the needs of working women as well as an appreciation of the values that motivate women. Protégées receive support to advance their careers, strengthen their skills and be more involved in the community.

The mentorship program promotes values of generosity, sharing, open mindedness, patience, acceptance, consultation and collaboration. Above all, this program aims at making a difference in the lives of women".

BPW Calgary was applauded for its creative approach to develop its mentorship program which "stems from its members and their attitudes about who they really are. They are leaders who open the door to share their knowledge, expertise, leadership experiences, support and friendship. This attitude is necessary for active and responsible citizenship".

Join BPW Calgary by completing a membership and mentorship application form. Let us unite to be active citizens. This will be the best decision that you have ever made!

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