

MAKE A DIFFERENCE...

Network of Executive Women Facilitated Mentoring Program



Mentoring has been described as a process of sharing experiences and transferring and exchanging information between professionals as they develop a long-term relationship that will provide insights for leadership.

The Network of Executive Women (NEW) Facilitated Mentoring Program is design to help you maximize your potential, empower you and position you for even greater success!

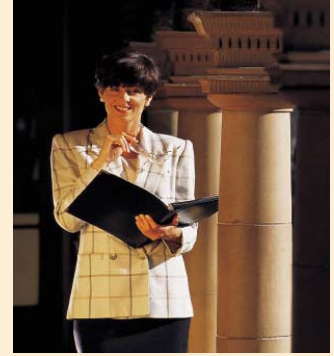


The Network of Executive Women

has an ongoing **Facilitated Mentoring Program** that begins with a structured orientation session. When you register for the session, you will be asked to complete a short online survey that matches Mentors and Protégés based on both skill sets and interpersonal dynamics.

WHY Mentoring?

Lack of role models is often cited as a barrier to success for many women. NEW's Facilitated Mentoring Program offers you the opportunity to foster trusting relationships for networking, coaching, counseling, life lessons and the best way to share knowledge, experience and expertise.



What are the BENEFITS of NEW's Facilitated Mentoring Program?

For Your Organization

- Enhances strategic business initiatives
- Encourages retention
- Reduces turnover costs
- Improves productivity
- Enhances professional development
- Links employees with valuable knowledge from an external perspective
- Supports a diverse workforce by creating relationships across the industry and allowing professional development through facilitated mentoring
- Over time, creates a mentoring culture, which continuously promotes individual employee growth and development

For the Mentor

- Gains insights from the protégé's background and history that can be used in the mentor's professional and personal development
- Re-energizes the mentor's career
- Broadens the network of industry contacts
- Enhances leadership and communication skills
- Broadens industry perspective from a different corporate culture
- Connection to emerging leaders

For the Protégé

- Learns from the mentor's expertise
- Receives critical feedback in key areas, such as communications, interpersonal relationships, technical abilities, change management and leadership skills
- Develops a sharper focus on what is needed to grow professionally
- Learns specific skills and knowledge that are relevant to professional and personal goals
- Enhances the ability to network with more influential industry leaders
- Gains knowledge that can be critical for success; as a result, adapts more quickly to the organization's culture



NEW's Mission:

To attract, retain and advance women in the consumer products and retail industry through education, leadership and business development.

www.newonline.org

Participant's COMMITMENTS

NEW's Facilitated Mentoring Program is designed to maximize your POTENTIAL...

In order to successfully complete this program, each mentoring pair is dependent on their partner for success in achieving their goals. Answering the online survey will help to match successful mentoring partners using both their skill sets and interpersonal dynamics. It is critical that you complete your online tool to ensure that you are matched with the best possible partner. **Also, it is essential that both partners attend and fully participate in the orientation session.**

By registering for this program, you are agreeing to the following commitments:

1. I commit to become a NEW member.
2. I commit to register by the deadline and pay any applicable registration fees.
3. I commit to complete the Protégé Needs Inventory or Mentor Experience Inventory prior to the deadline.
4. I commit to contact my protégé/mentor prior to the orientation session to introduce myself.
5. I commit to provide my partner with my resume prior to the orientation.
6. I commit to attend and stay for the entire orientation session.
7. I commit to a 1-year mentoring relationship with my partner.
8. I commit to provide monthly updates/reviews via a brief online form to track progress of the program.
9. I commit to communicate the value of my participation in the program to my organization.
10. I commit to myself to complete the program and focus on maximizing my potential for greater success.

NEW Member Benefits for you and your organization

The mission of the Network of Executive Women is to attract, retain and advance women in the consumer products and retail industry through education, leadership and business development. We provide:

- Access to training and development programs that complement your development plan
- Exposure to a network of high achievers, industry mentors and role models
- The opportunity to expand your business network
- The knowledge you need to be a diversity champion
- Heightened visibility within your company
- Stronger links to executives within your company
- Expanded profile within the industry
- A chance to position your company as an “employer of choice”

NEW members can develop/enhance leadership, business skills, network with other women and industry executives, learn about opportunities and strategies for personal and business advancement, find mentors, increase visibility and reduce the sense of isolation in the industry by participating in any of its programs:

- Facilitated Mentoring Program – Spring and Fall orientation sessions available
- Annual Leadership Summit – national event
- Regional Networking Events – outreach at local level
- Industry Outreach – speaking engagements at major industry events
- Database and Website – online access to other members and job database
- Volunteer Outreach – identify skill gaps and build those skills in a safe environment

FOR EVENTS & MEMBERSHIP, PLEASE CONTACT:

Anna N. Duran
Member Services
Phone: 713-888-5305 or 832-526-0680
Fax: 713-888-5161
aduran@newonline.org
Network of Executive Women
c/o CCNA
P.O. Box 2079
Houston, TX 77252-2079

www.newonline.org

FOR CORPORATE SPONSORSHIP, PLEASE CONTACT:

Joan Toth,
Executive Director,
Phone: 917-592-5070
Fax: 312-726-4704
jtoth@newonline.org
Network of Executive Women
c/o Accenture/Avanade, 37th Floor
161 North Clark Street
Chicago, IL 60601

NEW's Facilitated Mentoring Program has been enthusiastically received in the industry because it works. Here is what participants are saying about NEW's Facilitated Mentoring Program!

"The mentor relationship with Donna has definitely helped me to grow as a leader. She has an objective viewpoint that can only be obtained from someone who is outside of my world. Even though we have different backgrounds, somehow she is able to relate to my issues. It really helps when she says, "Well, that happened to me once, and here's how I handled it". Sometimes she reminds me of things I already know but don't pay enough attention to. Other times she points out my "blindspots" and we discuss how to address them. When I started working on a strategically important project, she reminded me to think beyond my comfort zone. Then, when a new job opportunity came up, Donna helped me evaluate the situation, and I realized that I could learn and grow in this job while pursuing my career goals. I don't know if I would be where I am today if it were not for her advice!"

Tammy Bliss, Director, Water Manufacturing - The Coca Cola Company

"Although in the past, I have always tried to be open and generous about giving advice to co-workers, direct reports and any contacts that have asked my opinion about professional decisions, I have never done mentoring in a formal setting. Tammy and I both have marveled at how well the process matched us up - we are both so similar and yet so different. And I think those similarities, and differences, made the experience for both of us so much more meaningful and enjoyable, and so very interesting! It has been extremely beneficial for me to be mentoring Tammy at this stage in her career. We both find ourselves at crossroads in our workplaces and discussing the challenges and decisions with her really helped me to think through some of my current situations."

Donna Brockway, Vice President, Operations, MCA Retail

"Based on our initial professional profile surveys, I have had the pleasure of being matched and working with my mentor, Jane Redman. Through her highly successful career experiences, she has been an excellent sounding board for me as I look to advance my career from middle management to senior level management within my company. She has helped me filter my professional goals and set achievable action steps to make my goals a reality. Since we have been working on my professional action steps, I have received numerous positive feedbacks from senior level management on the added value that I have contributed to the company within the last year. I feel very fortunate that NEW's mentoring program has given me the opportunity to cross paths with such a dynamic woman as my mentor, Jane Redman."

Janine Meyer, Product Manager - Hormel Foods Corporation

"I have been very blessed within my career path to have experienced the benefits that mentors can provide and was thrilled to have the opportunity to be able to share my own experiences with a group dedicated to the development of women. Janine has been a real treat to share this experience with as she is dedicated, dynamic, willing and wanting to grow. I really feel that all we did was regroup her thoughts, redirect some attention and focus on clear cut goals. Sometimes all it takes is that focused effort and a little support behind you! I am looking forward to watching Janine's career blossom and grow. The attention to this program is evident in the tools provided by NEW to support the matching of mentor to protégé and the facilitation of administration processes. I would highly encourage your participation!"

Jane A. Redman, Vice President Logistics - McLane Foodservice/Vantix Logistics

This mentoring program was able to bring me to the next level as a professional. So many of us (women) are highly motivated and organized, however, lack the intuitive skills that men develop at an early age through team sports participation. My mentor, Ms. Kimberly Betts, was an excellent match for me. Her strengths of being able to understand the drivers of people's behavior helped me to mature as a manager and leader. I learned best by reading material she recommended, assimilating it, discussing it with her during our appointments, then practicing on colleagues. This change was a conscious effort, but well worthwhile. The result of this investment on both our parts is that senior management at my company now views me as a "solution space" to various opportunities. I think that senior staff also depends on me to provide a fact-based opinion of issues as well...I'm able to remove emotion from the picture, a key trait among leaders. Thanks NEW for this opportunity! I have enjoyed it immensely!

Julie Manikowski, Brand Manager, Kayser-Roth Corporation

**FOR EVENTS & MEMBERSHIP,
PLEASE CONTACT:**

Anna N. Duran
Member Services
Phone: 713-888-5305 or 832-526-0680
Fax: 713-888-5161
aduran@newonline.org



**FOR CORPORATE SPONSORSHIP,
PLEASE CONTACT:**

Joan Toth,
Executive Director,
Phone: 917-592-5070
Fax: 312-726-4704
jtoth@newonline.org