

Mentoring & Coaching Monthly

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Table of Contents

Editor's Letter.....	2
Women for Women.....	3
Leadership Mentoring.....	4
Men Mentor Women.....	5
Mentoring the Women of Tomorrow.....	6
Inspiring Girls and Women.....	7
Woman History Month.....	8

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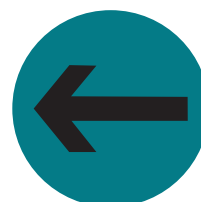
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“We’re here for a reason. I believe a bit of the reason is to throw little torches out to lead people through the dark.” – Whoopi Goldberg



In This Issue

Welcome to the March 2021 issue of Mentoring & Coaching Monthly. In this issue, we celebrate Women’s History Month. Women fight hard to break the glass ceiling, and mentors are there to support them. Today, more women hold higher positions than before; think about Vice President Kamala Harris. Girls and women work, study, and prepare and often lack confidence, access to networks, or power to create necessary change. Mentoring relationships are vital to encourage professional growth. Mentors inspire, aid, and propel mentees forward, and sometimes men have concerns about mentoring women; luckily, Harvard Business Review has a few tips. We encourage everyone to celebrate women’s history and create an inspiring climb through mentoring.



Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our March issue! It is Women's History Month, and it is the time to acknowledge women and their mentors' efforts. Mentoring is a crucial way to inspire young girls to grow, find ambitions, and expand their horizons. Strong Women Strong Girls and NextGen offer mentoring opportunities for young girls. They work to develop strong relationships and encourage development. These programs are providing the path to a brighter future for the women of tomorrow!

TeamWomen, on the other hand, support women mentoring other women. These year-long programs pair mentees and mentors, providing a flexible mentoring structure and suggest discussion topics where the mentee leads the conversation as necessary. The mentee has complete control over the relationship and can inquire about professional and personal development questions. Many resources, such as articles, are available to the mentee to grow professionally and personally. There are videos on their website that offer advice and other important information.

It is not only about women supporting each other; men can also mentor women with Wendy Murphy's help from the Harvard Business Review. She offers tips to help men navigate through professional mentoring relationships, emphasizing open and transparent conversations to maintain a respectful and professional environment for both the mentor and mentee. Thank you for joining us for the latest on mentoring and coaching!



Mentoring Programs

Women for Women

TeamWomen of Minneapolis, Minnesota, work with women for women; they create a mentoring relationship with an informal structure. This year-long program is voluntary, and the participants choose from suggested topics or propose other topics. The mentor's responsibilities include undivided attention during sessions, staying on the issues the mentee chooses to discuss, and modeling good communication behaviors.

Mentees have access to multiple resources, including articles with advice from leading executives and vast literature to help them get the most out of their mentoring relationships. TeamWomen Talks also provide videos to watch and a blog where they post tips, announcements, and offer support. Apply today to be a member, speaker, or donate!



[See their website](#)

[Program details](#)

[Mentor Resources](#)

[Blog](#)

Mentoring Programs



Leadership Mentoring

In Vancouver, British Columbia, NextGen provides a leadership-mentoring program for women. They help young women gain confidence, become leaders, create positive relationships, and encourage grit.

NextGen offers a group mentoring format lead by a teacher champion. The mentoring program includes ten lessons that build on each other; however, the mentor may adjust the sessions as needed. The program also provides a toolkit that encourages women leaders to mentor in various formats, such as one leader for all sessions, a different leader per lesson, or a group of leaders for each meeting.

There are three series of workshops to choose from Speak-Up, Step-Up, and Act-Up. Each workshop has a different goal. Speak-Up encourages self-awareness and unique voices, Step-Up emphasizes inclusion and diversity, and Act-Up fosters thinking, planning, and leadership. Contact NextGen today to use their programs at a local school.



[Visit the website here](#)

[Sample Session](#)

[Contact NextGen](#)

Tips and Tricks

Men Mentor Women

First, she says, “intentionally seek out women mentees.” Approaching women respectfully and self-reflecting on professional behaviors along with “open dialog, suspending judgment, and identifying common interests” can help the mentor create a well-suited mentoring environment. Second, she says, “be transparent in your developmental practices.” Keeping mentoring meetings uniform across gender and age while fostering professionalism can protect reputations and improve relationships. Third, she says, “listen with empathy to ask good questions.” When listening with empathy, a man should also consider his discomforts within the relationship while allowing for positive interactions that can increase confidence. Forth, she says, “acknowledge gender issues exist.” Acknowledging issues and having a conversation with the mentee about her experiences creates trust. Finally, she says, “actively sponsor her and connect her with other sponsors.” The mentor should spend some time formally and informally nominating his mentee for potential promotions. These five tips may help men feel comfortable mentoring women, reduce misunderstandings, enhance productivity, and provide a supportive environment for women to thrive.



Everyone works hard to get higher positions, promotions and raises, and mentoring can make the learning curve smoother. Women need mentors just as much as men, maybe more. Many men in high positions avoid mentoring relationships with women mentees for fear of consequences following false accusations of sexual harassment, says Wendy Murphy from Harvard Business Review. These actions put the companies’ future at risk because they neglect the women’s professional development needs. Wendy Murphy offers five steps to help men avoid false allegations, feel more comfortable mentoring women, and supporting women’s career goals.

[Read the article here](#)



Tips and Tricks

Mentoring the Women of Tomorrow

Worldwide, women strive for greatness; however, men still have the majority of high positions within most companies. There is hope for the hard-working women of tomorrow to break the glass ceiling through participation in mentoring programs! Mentoring relationships can help professional women develop leadership skills and other vital career skills.

Insala proposes five ways in which mentoring benefits women. First, offering a new perspective where women do not feel trapped for the lack of resources but empowered and supported. Mentoring relationships can boost confidence and reveal opportunities for women to advance their careers. Second, speaking up is vital for career advancement, and women may not advocate for themselves. Mentoring can help women feel more prepared to talk about what they can offer to the company; letting people know how capable they are will enhance their chances when career opportunities arise. Third, increasing accountability for the mentee to remain faithful to her career goals. Mentoring programs can help women define and achieve their professional goals. Forth, creating a professional network to increase visibility when promotions become available. Mentoring programs can help women meet sponsors and other mentors that can help them to advance their careers. Finally, improving confidence; as women develop leadership skills and confidence, they will seize every opportunity.

Mentoring programs help to propel women forward, preparing them to fight for the recognition they deserve. Workplaces should include mentoring programs to support all women.



[Read the article here](#)

[How to create a program](#)

Insider's Look

Inspiring Girls and Women

Strong Women Strong Girls in Boston and Pittsburg started in 2000 with the primary goal of empowering women to embrace their dreams. They work to foster respect, encourage discovery, and create a community. Strong Women Strong Girls uses a multi-generational system where grade-school girls pair with college women and college women pair with professional women. This system encourages girls from a young age and helps to amplify growth.

Strong Women Strong Girls offers a free afterschool program for those who identify as female in grades three through five. They participate in hands-on activities, which encourage strong relationships. They take part in projects, guided discussions, and reflections during 90-minute, weekly sessions. The mentoring program runs on a chapter-based organization where each chapter leads one week of mentoring. The college women from the partnered colleges and universities host these weekly meetings to inspire the young girls.

[Sign up to volunteer](#)

[Donate here](#)

Strong Leaders are professional women who mentor college women. Any professional woman can be a Strong Leader; they have to be willing to join any of the following mentoring relationships: one-on-one, group mentoring, real-life role models, lead events, and volunteer at events. Sign up to volunteer, donate, or share this information!



[See the website here](#)

This Month

Women's History Month

March is National Women's History Month; celebrate women's success and advancement! Mentor has multiple inspiring videos that demonstrate victory and raise voices. All Together offers a list of successful women that broke down barriers for future generations, from Marie Curie, Maya Lin, and Amanda Gorman, to Elizabeth Cady Stanton, Shirley Chisholm, and Vice President Kamala Harris. Vanderbilt has daily events to recognize both the struggles and the successes of women worldwide and throughout all cultures. Honor and celebrate women alongside multiple mentoring organizations!



Big Brothers Big Sisters

Vanderbilt University

Chicago Bar Association

MENTOR

Old Mentor

All Together