

Dubai Business Women Council Mentorship Programme 2021 Guidelines

About the Program

- The DBWC Mentoring Program is a standardized program, which will enhance and supplement any existing programs and provide a robust platform to ensure that Mentoring is a key component of DBWC's member's development strategy.
- The program will also foster continuous support for creating business value, professional development and networking opportunities amongst industry experts and various levels of members of DBWC network.
- All mentee applicants must be female
- Mentors will be male and female

Program Expectations and Agreed Objectives

- The DBWC Mentoring Program is a standardized program, which will enhance and supplement any existing programs and provide a robust platform to ensure that Mentoring is a key component of DBWC's member's development strategy.
- It will be based on trust, reciprocity, communication, commitment and confidentiality. The goal of the Mentoring relationship is to foster communication about professional/personal development, enhance skills, improve productivity, overcome challenges via promoting and reinforcing the culture of co-operation, and continue to build a network of like-minded businesswomen and professionals throughout Dubai- UAE.

Program Governance and Accountability

DBWC Mentor Program Senior Sponsor: H.E. Dr. Raja Al Gurg

DBWC Mentor Program Leads: The Program Leads are designated by the Senior Sponsor to manage the program for the Council, the Mentor/Mentee matching process and fulfil all reporting requirements

DBWC Mentor Program Steering Committee: A central Steering Committee has been formed to provide coordination with the Senior Sponsors and Program Leads to ensure standardization across the program. The Steering Committee will manage program content to facilitate and enhance Mentor/Mentee interaction and experience.

Timeline of Mentorship Programme

Monday January 25	Announce the Mentorship Programme to members – Applications are open for submission
Sunday February 21	Deadline for Mentees Applications - close at 4PM UAE local time
Sun Feb 28 – Thu Mar 4	Steering Committee to review the applications and pair Mentees with Mentors
Sun Mar 14 – Sun Aug 15	Actual Mentoring Starts for a period of 5 months
Sunday May 2	1 st touch point survey will be shared with mentees
Sunday July 4	2nd touch point survey will be shared with mentees
Sunday August 15	Mentorship program Cycle 3 ends

Recognizing what Mentoring is and is not

DBWC Mentoring Program is...

A Development tool – It is a development activity that builds knowledge, networks, businesses and careers. The process allows more experienced members to support and develop other members

A Knowledge Sharing Opportunity – It is a process that improves cross-functional knowledge sharing and facilitates the flow of information and ideas throughout the council platform

An Initiative that will help Improve understanding of the business culture – can help participants better understand the business operations, policies, and culture across various industries

DBWC Mentoring Program is not...

A Guarantee – A Mentoring relationship provides no guarantee of business promotion or increase in revenues. However, both parties may develop knowledge, competencies and skills that improve overall progress

A Replacement for Formal Development – Mentoring cannot take the place of formal training, but rather should enhance formal development activities

A Member Assistance Program – Mentoring is not a member assistance program that provides participants with counseling on personal issues

ELIGIBILITY TO JOIN

The programme is open to members of the DBWC who meet the below criteria:

- Minimum 1 year of professional experience
- An active membership at DBWC with at least **6 months validity from the start of the mentorship programme**

- All applications must be submitted online via this link www.dbwc.ae/mentee
- **Deadline for submissions is February 21, 2021 at 4:00 PM UAE Local Time**

FOR NON-MEMBERS

For non-members of the DBWC who wish to take part in the programme, please make sure you go through the below:

- Although this initiative is exclusively open to DBWC members, non-members who wish to participate and apply for the program will need to apply for a DBWC membership via this link: www.dbwc.ae/membership-application
- A special DBWC membership rate of AED 350 will apply for those who will join as members
- This rate is only valid during the submission time of the program (valid until Feb. 21, 2021), as a means to provide support.

IMPORTANT POINTS TO CONSIDER

*The DBWC **cannot guarantee** pairing all mentees with mentors, as applications are subject to a screening process followed by finding the suitable mentor for every mentee.

*The AED350 special fee is **NON-REFUNDABLE** but will give the applicant access to all membership benefits in case she is not paired with a mentor for this cycle.

*Last day of submission of applications is on **Sunday, February 21, 2021 at 4PM (UAE local time)**