

Mentoring Programs for Women

WFD Consulting offers a variety of services to help companies develop mentoring programs for women at all stages of the career pipeline

Using best practice approaches based on current research, WFD Consulting works with companies to create mentoring programs to support organizational goals of retaining and advancing women. Whether designing new corporate mentoring programs or breathing life into existing ones that have lost momentum, WFD can help craft a program to suit the unique nature of your organization and your women's leadership initiative.

Design and Evaluation

WFD can assist in all stages of program design including diagnosing pipeline needs to identify where mentoring is most needed, crafting a mission statement, creating a program structure, identifying resources, developing communications, and securing or developing materials. Depending on the level of women targeted for the program, the design might include one-on-one mentoring, a peer mentoring format, or a hybrid design. Program design is not complete without a way to measure the effectiveness of the program. WFD can help design a system to elicit program feedback at regular intervals as well as to assess the outcomes of the program.

Training

WFD conducts training for mentors and protégés using a variety of different formats from one- to two-hour webinars to half-day workshops. WFD can also conduct train-the-trainer sessions to allow organizations to use internal resources for training.

Mentoring Circles

WFD offers a complete curriculum and step-by-step implementation instructions for a peer mentoring program designed to address issues that women face in early career and first management positions. The 12-month program includes skill-building, coaching, personal support and individual career planning.

Curriculum Modules

WFD has developed curriculum modules that can be used with mentoring circles or affinity groups. Designed to be delivered by program participants, each module includes a pre-session assignment, notes to the facilitator, a detailed guide for delivering the program content and skill-building activities. Topics include:

- Developing and Strengthening Influence Skills
- Developing Effective Communication Skills, Parts I and II
- Managing for Success in Your Personal and Professional Life, Parts I and II
- Advocacy: Marketing Yourself and Your Company.

Additional curriculum topics can be developed and customized to meet organizational needs.

