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European
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PWA Milan

How to Find a Mentor

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Moving Mountains through Mentoring

Valerie Ryder

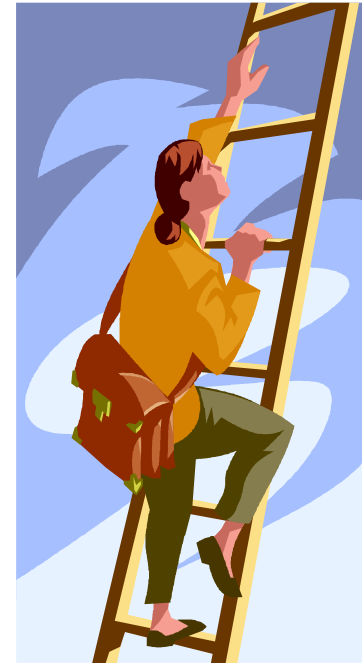
How to Find a Mentor

- **Why?**
- **Who?**
- **What?**
- **How?**
- **When?**



Why...this topic?

- Clear need
- Essential for career advancement
- New in Italy among women
- PWA tackling the gap
- 1 mentor is good, 2+ is better



Who to approach? *It depends...*

- ...on objectives

Be specific about needs

- ...on personality & communication style

Better same or opposite?

- ...on network size & quality

*Lacking? Develop it
purposefully!*



Who to approach? *Factors to look for*

- Life/work role model
- Experienced, willing to teach
- Existing relationship, interested
- Time availability
- Potential for chemistry/friendship



Who to approach? *Examples*

- Industry leader
- A higher-up in organization
- Network's network
- Peer in professional association
- Community/spiritual leader



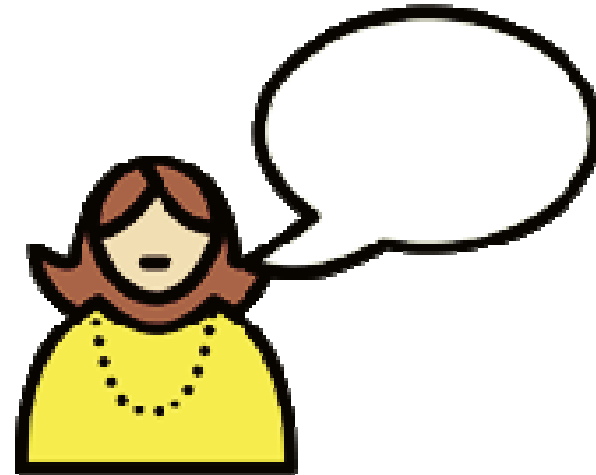
Who **not** to approach?

- Husband/significant other
- Direct boss = tricky
- Close friend or family member
- Acquaintance with no ties
- Professional colleague = competitor?
- Good intentions, no time



What do I say?

- Specifics wanted
- Reasons for choosing
- Time availability
- Basic logistics



How should I ask?

- Candidly, informally
- With perseverance
- Unsure? Try a test run



When is the right time?

Now!!!

