WQA Women in Industry (WIN) Mentoring Program

Mentor Guide

Program Mission:
To embolden personal and professional growth of women professionals in water, by fostering an exchange of knowledge, experience, and advice, furthering the entire drinking water treatment industry. WQA’s WIN Mentoring Program facilitates mentoring relationships, along with the opportunity for all program participants to form an exclusive cohort, learning from one another.

Program participants, both mentees and mentors, will have the chance for reflection and self-examination, discussions of experiences and insight to help expand leadership, communication skills, and to articulate and pursue personal and professional goals.
Role of a Mentor
A mentor can support a mentee, as they discover their strengths and weaknesses, by being dependable, engaged, and authentic. Mentors tune into the needs of the mentee to assist, challenge, and encourage. By remaining open to the experience, mentoring can offer growth and self-discovery to both parties.

Additional resources on being a mentor:
How to be a Great Mentor – Forbes
Mentoring Guide for Career Services Professionals – National Association of Colleges and Employers

Program Expectations
The program is free for all participants. There is the expectation of all participants in the mentoring program is to register and attend the 2020 WQA Leadership Conference Sept. 15th-17th in Lake Tahoe, CA and the 2021 WQA Convention April 27th-29th in Las Vegas.

Prior to beginning the program, all participants will review and sign WQA’s Code of Ethics, Anti-Trust Statements and Conflicts of Interest. Both the mentor and mentee need to discuss their expectations from the mentoring program during their first one-on-one meeting. Communicating what both are willing and able to do to meet the other’s expectations will help foster the relationship.

The WQA WIN Mentoring Program is designed for the mentee to arrange meetings, prepare the agendas, and any other pre-meeting work to ensure the topics and themes being discussed are of key concerns to the mentee. The program wants to encourage mentees to be proactive and take responsibility for their own development and growth.

Goals
Prior to the first one-on-one meeting, each mentee has been asked to complete the Mentee Worksheet and provide it to their mentor. The worksheet covers primary and secondary goals, as well as how the mentor can help in achieving them. A blank copy to review is on the WIN Mentoring Program Webpage.

Throughout the program and during meetings, mentees and mentors should check in with the mentee’s goals to ensure they are still relevant or need to be adjusted and that future agendas are designed to achieve them.

Additional resources on goal setting:
SMART Goals: How to make your goals achievable – MindTools

Time Management
The WQA WIN Mentoring Program recommends mentors and mentees meet for at least six, one-hour sessions during the program. The final agreed upon meeting frequency and length should be decided between the mentee and mentor during the first one-on-one meeting.
Example Questions or Topics for Mentoring Meetings
The suggested questions and topics below are meant to help cultivate ideas for mentor/mentee meetings. Agendas may be crafted with different discussions in mind depending on mentee goals.

Meeting 1 [Theme: Introduction]
- Get to know me: what is your education background? What was your first job? How were you introduced to the water treatment industry?
- Expectations: What are both our expectations during the mentoring sessions? How do we want to schedule follow-up meetings? [use mentee worksheet]
- Goal Setting: Discuss mentee worksheet. What influenced or drives these goals? [use mentee worksheet]

Meeting 2 [Theme: Handling Conflict]
- What are strategies for time management?
- Tips for office politics
- Examples or suggestion on diffusing co-worker conflicts? Customers conflicts?

Meeting 3 [Theme: Networking]
- How can I make the most of my network? Examples?
- What advice do you have when attending WQA’s Leadership Conference and Convention & Exposition?
- Are there networking opportunities I should be mindful to take advantage of, in or outside the industry?

Meeting 4 [Theme: Leadership Development]
- How to improve communication skills? (maybe with a customer or a formal presentation)
- What leadership skills stand out to you as being invaluable? How can I foster these skills?
- Are there leadership development opportunities you recommend?

Meeting 5 [Theme: Building Resources]
- What do you use to stay connected to what is going on in the industry?
- Are there times when you look outside the industry for resources?
- Have you joined any professional groups or online forums you find helpful?

Meeting 6 [Theme: Professional Growth]
- Reflecting on your experiences, what would you tell your younger self starting in the industry?
- What has challenged you so far in your career?
- What are your short-term and long-term goals? How are you going to approach these goals?
**Mentor Checklist:**

**ONBOARDING**
- Attend the WQA WIN mentoring program orientation webinar
- Review and sign WQA’s Code of Ethics, Anti-Trust and Conflicts of Interest documents
- Visit WQA’s website to discover the association’s tools and resources
- If you do not have a personal WQA member login, contact Kathleen Fultz at kfultz@wqa.org
- Join the WQA WIN LinkedIn Group Page
- Review Mentor Guide
- Receive meeting invitation from Mentee for first one-on-one meeting
- Receive and review mentee’s worksheet prior to first meeting

**DURING FIRST MEETING**
- Establish Goals: discuss goals from the Mentee Worksheet to set goals
- Finalize Mentoring Relationship Agreement: discuss mentor and mentee expectations and agree on the frequency and length of meetings [Template is provided in the Annex]

**MENTORING SESSIONS**
- Receive and review meeting agendas in advance of meeting
- Keep meeting notes to reflect on or revisit
- In-between meetings keep track of questions or issues to bring up in future meetings
- During meetings review mentor and mentee expectations and goals to reassess progress
- Bring energy: come to each meeting being enthusiastic, respectful, and open to engage with the mentee

**DURING LAST MEETING**
- Review goals set at the beginning of the program
- Discuss future steps

**OFF-BOARDING**
- A WQA WIN Mentoring Program Administrator will contact you to set up a post-program interview to collect feedback from both mentees and mentors
APPENDIX B: TEMPLATE MENTORSHIP AGREEMENT

Source: University of Washington

The purpose of this template is to assist you in documenting mutually agreed upon goals and parameters that will serve as the foundation for your mentoring relationships. This template is expected to be altered to meet individual needs.

1. Goals (what you hope to achieve as a result of this relationship; e.g., gain perspective relative to skills necessary for success in the industry, networking, leadership skill development):

2. Steps to achieving goals as stated above:

3. Meeting frequency (frequency, duration, and location of meetings):

4. Confidentiality: Any sensitive issues that we discuss will be held in the strictest of confidence. Both parties have read & signed WQA’s Code of Ethics, Anti-Trust Statements and Conflicts of Interest. Issues that are off limits for discussion include:

5. Plan for evaluating relationship effectiveness (e.g., 3-month review of mentorship meeting notes, goals, and outcomes/accomplishments):

6. Relationship termination clause: In the event that either party finds the mentoring relationship unproductive and requests that it be terminated, we agree to honor that individual’s decision without question or blame.

Mentor Signature: __________________________

Mentee Signature: __________________________