

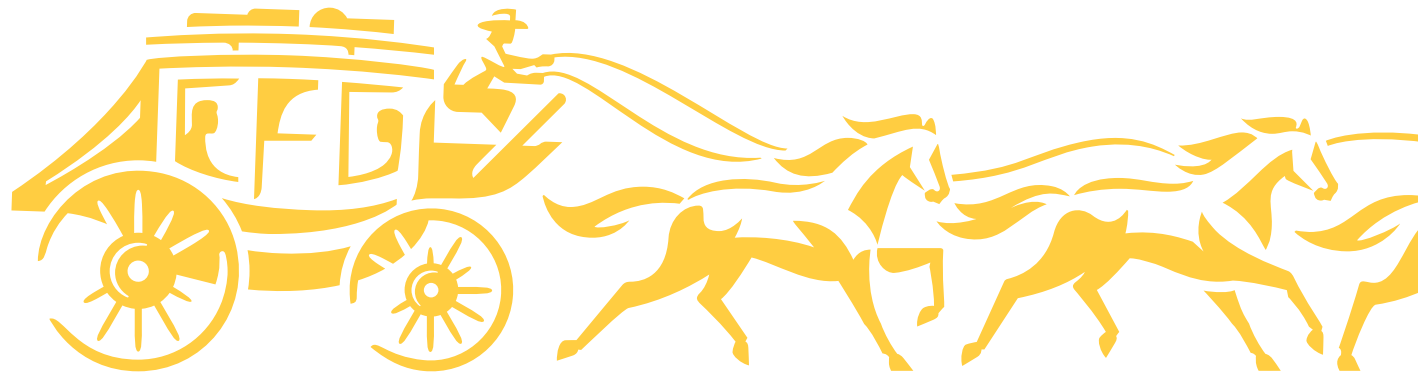
Webinar Series:
Candid Advice on Mentoring Women of Color

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March 2019

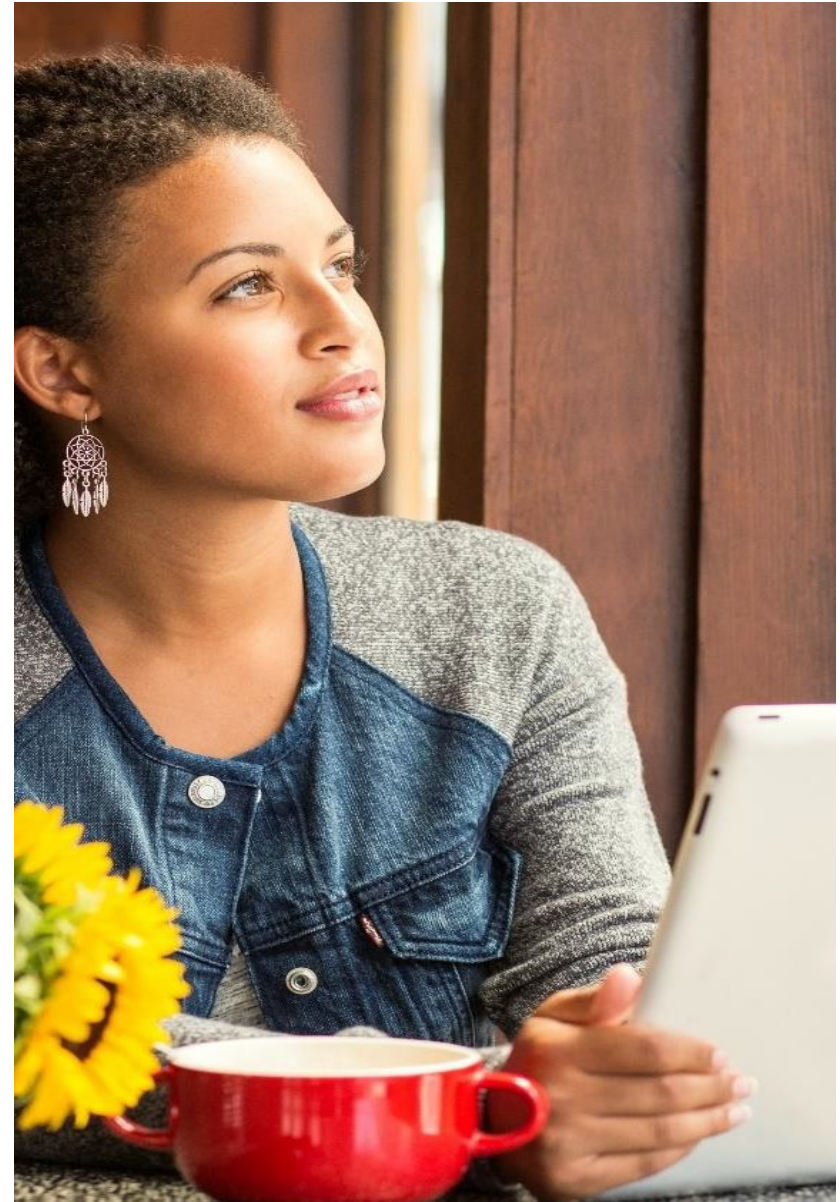
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Executive Development Strategy Lead



Agenda

- Spectrum of relationship support: why mentoring?
- Mentoring: How do we create a container for growth: building trust?
- What is unique about mentoring women of color?
- What Do I Want?
- Who am I?
- Small Acts.... Big Impacts



Spectrum of relationship-based career growth: why mentoring

Goal: Expand team members' awareness of the spectrum of relationships available to support their career and development and support them in selecting the most appropriate solution to meet their needs.

	Networking	Learning Network	Coaching	Mentoring
Definition	An interaction with another person to exchange information and develop contacts, especially to advance one's career	A gathering of individuals who share knowledge and experiences	A conversation where the coach asks questions, listens, and offers observations to inspire self-discovery, next steps to improve, develop, and realize potential	A relationship where the mentor offers feedback, advice, and expertise to help the mentee learn and develop from the mentor's knowledge and experience
Focus	Building connections to further career or business goals	Acquiring knowledge to further business success	Fostering development, performance, and career growth	Developing personally and professionally
Goal	Increasing exposure	Making connections and sharing knowledge	Cultivating self-awareness and meaningful action to achieve goals	Receiving preparatory guidance for growth
Sources	<ul style="list-style-type: none"> Referrals from peers, managers, or friends Community-focused events Local Wells Fargo site events Conferences Business associations and organizations 	<ul style="list-style-type: none"> Colleagues and subject matter experts Team Member Networks (TMNs) Communities of Practice Team Moments Industry organizations 	<ul style="list-style-type: none"> Managers Line of business leaders Internal or external colleagues/peers 	<ul style="list-style-type: none"> Self-directed mentoring platform TMN mentoring programs Line of business mentoring programs Enterprise selection-based mentoring programs

← **Low** **Level of personal investment in building the relationship** **High** →


Creating a container for growth: building trust

Results-oriented with a common focus
Accountable, able to face and address difficult issues
Committed to making tough discussions as needed to bring about clarity and closure
Face and address conflict
Trust one another



Trust

What is unique about mentoring women of color?



**“We don't see people as they
are.
We see people as we are.”**

~Anais Nin

What do I want?

Diversity

is the unique combination of various diversity dimensions that makes each of us different from and similar to others.

Inclusion

is the ability to interact with people in a way that makes them feel they belong and are welcome to be themselves.



“I want to be seen and appreciated for my differences and my diversity. I want to feel valued, included and supported to use my greatest gifts to create extraordinary results (for the organization and for myself)”

Who Am I?

Caring daughter, thoughtful sister, loyal friend, and compassionate citizen



Passionate and gracious leader, executive coach and talent planner/developer

Strategic
agitator,
collaborative,
insightful,
innovative
change leader



“Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light not our darkness that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented and fabulous? Actually, who are you not to be? You are a child of God. Your playing small does not serve the world. There's nothing enlightened about shrinking so that other people won't feel insecure around you.”

Marianne Williamson

Small acts... big impacts

1. **Commit** to becoming more aware and accepting of who you are and how you see the world (strengths, preferences, weaknesses, tendencies, fears, worldviews etc.)
 - Leverage assessments you have taken or feedback you have received
 - Journal your responses to: How you would you describe yourself and how do you believe others experience you?
2. **Be intentional** about your relationship. Make time early in the relationship get to know each other and agree on goals and intentions for the relationship.
3. **Engage** your mentoring relationship with a childlike curiosity. Be curious about each other, what is it like to live in each others world then provide guidance and support from that place.
4. **Cultivate courage** in your relationship. Decide together how you will challenge and support each other in taking risks, being open, candid and authentic. Ask for what you need and for feedback. Agree on how you will make space for grace in your relationship.

Q&A



Upcoming Webinar

- **Mar. 21, 2019** | White Women Who Are Intentional Allies to Women of Color
 - In our second installment of White Women Who are Intentional Allies to Women of Color, EY's Karyn Twaronite shares specific actions she has taken to support women of color. Two of other EY women will join the webinar and share their personal experiences and what Karyn's allyship has meant to them.
 - Participants:
 - Carolynn Johnson, COO, **DiversityInc**
 - Karyn Twaronite, Partner, EY Global and Americas Diversity & Inclusiveness Officer; Member of Executive Committee, **EY**

Thank You for Attending

- You will receive an email from us by this Friday containing a link to download this presentation.
- If you have questions/comments, please email us at Shane@DiversityInc.com.
- Visit DiversityIncBestPractices.com to view past webinars, career advice, as well as relevant, up-to-date content on diversity and inclusion management.