

WILA - Pilot Mentorship Program

Interim Report, June, 2020



Kicking off the Pilot



The WILA PMP was initiated by WILA Co-Chairs Pam Cox (LES USA/Canada) and Sonja London (LES Scandinavia) following WILA's launch at the LESI Annual Meeting in Yokohama 2019. Chaired by Eszter Szakács (LES Hungary), the PMP started by the recruitment of mentors and proteges. As a great sign of interest in sharing experience, LESI's following prominent female leaders signed up as mentors to the program:

Patricia Bunye, Philippines
Cândida Caffé, Brasil
Sonja London, Finland
Gabriele Mohsler, Germany
Richa Pandey, India
Clara Pombo, LL.M., M.B.A., Spain
Natalie Raffoul, Canada
Ningling Wang, China (Shanghai)
Dr. Samantha Williams, Ireland



All mentors were paired with volunteering protégés. The pairs were made based mostly on a geographical basis to avoid time zone problems, but each pair was international. A joint kick-off call launched the PMP shortly before Christmas 2019. The participants received a detailed guide in February 2020, aiming to facilitate mentoring and establishing some grounding principles relating to volunteering and confidentiality. The originally planned term of the PMP was to last until the LESI Annual Meeting in Berlin 2020.

Interim Survey May, 2020

With respect to the COVID-19 Pandemic and the cancellation of the LESI Berlin Annual meeting, an interim survey was carried out among the mentors and their proteges to gain feedback on the status of mentoring and interest in prolonging the PMP.



Key findings of the from the May 4, 2020 Interim Mentoring Survey

The PMP has value and participants desire to continue.

- 12 participants responded (out of 18) and 6 pairs confirmed they started active mentoring.
- The number of sessions the pairs had between December 2019 – May 2020 ranged between 1 and 3
- Communication media used: e-mail, phone, video chat – phone is the most preferred
- Various mentoring methods used:
 - mentor gives assignments as homework to the protégé,
 - protégé prepares questions for the mentor before session about areas she wants to explore,
 - structured discussions by e-mail before the call,
 - mentor taking notes during session,
 - agreeing at the end of each session on the date of the next one and defining topics.
- Topics covered:
 - work-life balance (recurring topic)
 - time-management (recurring topic)
 - gender roles at workplace
 - career substance matters
 - career progress
 - raising self-awareness in a workplace environment
 - billable/non-billable tasks
 - conflict management at workplace

Next steps for WILA-PMP



Prolongation of the PMP

The survey results indicated that due to the COVID-19 pandemic the participants of the PMP support the extension of the term until the 2021 LESI Annual Meeting.

Happy hour 2020

WILA intends to hold an online happy hour event for the participants of the PMP (and potentially for others interested) to discuss and evaluate the PMP and facilitate networking within the PMP.

Recruiting protégés for available mentees

New protégés will be recruited via YMC and WILA website for those mentors, whose protégé could not continue the PMP in the prolonged period.

Hope that many mentors and protégés can personally meet in Seoul, 2021!

