



## **Mentoring FAQs (for mentee applicants)**

### **How much mentoring time can a mentee expect to receive?**

We have asked mentees to commit five hours over the six months from 1<sup>st</sup> October to 31<sup>st</sup> March, with at least one meeting being in person (others may take place via phone if scheduling proves difficult). This is a minimum commitment we expect.

### **Why a six-month programme?**

Most mentees will have a specific goal that they want to achieve and we think that six months is long enough for them to put concrete steps in place to reach it. Again, if a strong rapport is developed, relationships may be longer lasting.

### **Who can apply to the programme?**

The first iteration of this programme will be open to female applicants only between the ages of 30 and 45. Applicants should be on the management track in their respective companies and be looking to take the next step to a role such as director, vice president, business unit head, or similar positions. **All candidates must be currently employed by an organisation that is a member of the European Chamber.**

### **How will the Chamber select the mentees?**

The Chamber will hold a one-month, open application period where interested parties can apply for participation in the programme. All applicants that meet the criteria will be reviewed by the selection committee. This committee consists of Rachel Morarjee, Economist Intelligence Unit and former member of the chamber's Executive Committee, Charlotte Roule, ENGIE and Chamber Vice President, as well as senior representatives from the chamber's HR Forum in Beijing and HR Working Group in Shanghai.

### **What are the selection criteria?**

The selection committee will propose mentees based on adherence to the conditions listed under 'Who can apply to the programme' followed by a review of mentor/mentee fit, cross industry fit and commitment from the mentees to join all aspects of the programme. We are looking for professional women that are committed to take advantage of this great opportunity and become role models for C-Suite diversity within the business community. Once the committee have selected the chosen mentees, they will be proposed to the mentors who will have the final say on whether or not to accept the mentee.

### **Why women?**

We know that diversity and inclusion is about more than just women in leadership. However, we have noticed a lack of senior female representation at Chamber member companies and as speakers on panels at Chamber events. This will address an immediate challenge the Chamber sees and will serve as a pilot for broader diversity and inclusion initiatives in the future.

### **What if I move jobs during the programme?**

While candidates must be members of the European Chamber when applying for the programme, we would not take any steps to end a mentorship should they leave that job during the course of the programme.

**European Union Chamber of Commerce in China**

**中 国 欧 盟 商 会**

Office C412, Lufthansa Center, 50 Liangmaqiao Road, Chaoyang District, Beijing 100016

Tel: +86 (0)10 6462 2065/66 Fax: +86 (0)10 6462 2067 Email: [euccc@euccc.com.cn](mailto:euccc@euccc.com.cn)

[www.europeanchamber.com.cn](http://www.europeanchamber.com.cn)

**Do I apply to be paired with a specific mentor?**

In their applications, candidates may note particular industries or areas in which they hope to improve, however we would not ask candidates to note any individual preference of mentor. Mentees will purposely be placed with a mentor who operates in a different sector to avoid any conflicts of interest and to provide a holistic overview of senior management.

**How do you know your mentor will be committed to the process?**

All mentors are volunteering to participate and are doing so because they are seeking effective, meaningful exchanges, and wish to offer something to the next generation of leaders in European companies, and potentially in the European Chamber.

**Why cross-company mentoring?**

Many companies have their own internal mentorship programmes. These are often unsuccessful because a strong employer/employee dynamic already exists. In undertaking mentorship with an executive from a different company you may benefit from their experience without concerns of any internal company dynamics or office politics.

**What are the costs of the scheme?**

The CIMI is a free initiative for all mentees, however we ask that all candidates are fully dedicated to completing all aspects of the course and are respectful of the mentor's time.

**How were the mentors chosen?**

The mentors were selected from senior management from the chamber's Advisory Council members. As this is a pilot programme, those initially asked to take part were members with a local connection to the HR Forum in Beijing, from which the initiative was driven. In future iterations, priority will be given to members of the chamber's Advisory Council.

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