



The Pride of Inspiring and Supporting – The Femspace Mentoring Program

Porto, 5th February 2020

Lean in Femspace -

a diverse social network of Hungarian women living in Austria and beyond



women
Hungarian singles
married living abroad
ready to change
entrepreneur
qualified
divorced
employed
mothers

The Femspace Mentoring Program -

5 rounds in 3 years, in 6 countries
with more than 100 inspiring and supportive women



Amazing Success Stories

Legal assistant from cleaner

Doctor's assistant from shop assistant

Starting a child care business within 2 months

Starting an quickly developing eco-business

Starting a new life in Vienna

Personal/professional development,
starting new projects, changing mindset... etc.

GROWING SELF-ESTEEM AND SELF-CONFIDENCE



Our Philosophy



- Mentoring is a **WORK** – both for mentors and mentees
- Both invest **time** and **effort** to reach the goal defined together
- Focusing on a **professional topic**
- **NOT** a friendship,
- **NOT** a psychological session



Challenges and Learnings



- Enthusiasm is not equal knowledge
 - The mentor should be an expert of her field
- Availability of the mentor
 - „Just a quick question...” – the answer takes hours
- Open-end mentoring
 - Concentrated work gets lost due to extended time frame
- Volunteering - no costs, no risks
 - No pressure to take the work/goals seriously, drop-out
- Defined topics
 - E.g. „First steps in Vienna” – too wide
- Matching the profiles
 - Chemistry between mentors and mentees

Mentoring Program as a Service - „WORK, WORK, WORK!”



- **Defining Quality Standards**
 - Selected **Pool of Experts**
 - **Application process** for mentees
 - Appointing a **Senior Mentor**
 - **Mid-/Final Evaluation**



Formalization and Communication



- **Communication** of the program
 - Visibility on social media (closed fb-group, blog, videos)
 - Closing ceremony with certificate
- **Legal issues**
 - Contract between mentors/mentees and Femspace
 - Agreement between mentors and mentees about the goals and work
 - How to quit the program
 - GDPR, privacy issues, scientology



Structure and Monetarization



- Mentoring is a **WORK**
- Defined time frame:
 - 6 meetings
 - within 4 months,
 - 1,5-2 hours per session
- Costs: 500 €
 - Professional investment of a person



Successes and Future Plans



- Seriousness of the program increased
- Group of mentors boiled down to a pool of experts
- Less participants but higher quality
- Requests for Recommendation Letters for job applications
- Mentoring in German and English



THANK YOU FOR YOUR ATTENTION!

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