



WESTON'S COMPANYWIDE MENTORING PROGRAM BROUGHT TO YOU BY THE WESTON WOMEN'S NETWORK (WWN)

WHO:

- All of Weston's employees, regardless of gender

PURPOSE AND BENEFITS:

FOR MENTEES:

- Invest in your own professional development through mentorship
- Experience 1-on-1 mentoring geared toward your unique needs
- Expand your network through a mentor's broad internal and external network connections
- Develop a growth mindset and build confidence in your abilities

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While I have always been open about seeking guidance and advice from people at Weston willing to share their knowledge and experience, the mentoring program has provided the structure I need to turn some of those interactions into sustainable connections. As part of the program, you are encouraged to set up regular calls with your mentor that may, otherwise, never appear on the calendar due to our busy schedules. Being intentional about creating meaningful connections is critical to getting the most value out of the relationship with your mentor, and the program has equipped me with the tools to achieve that goal.

- **Boryana Behrens, Contracts Risk Manager**
Denver, CO

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FOR MENTORS:

- Share your wisdom and experiences
- Expand your network through a mentee's connections
- Foster mutual learning and professional development through reverse mentoring
- Enhance your leadership skills

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Throughout my career I have been both a mentor and a mentee, and have greatly enjoyed both. Forming a valuable mentoring relationship requires trust and commitment by both parties, but the benefits are numerous: giving and receiving encouragement; gaining an alternative perspective; tapping into a different network to expand your relationships; support to try something new....I highly encourage people to join the WWN Mentoring Program – expand your professional world!

- **Corinne Murphy, Client Program Manager**
West Chester, PA

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FOR WESTON:

- Build tomorrow's leaders
- Strengthen Weston's culture, especially in a remote/hybrid work environment
- Enhance recruitment and retention
- Encourage free flowing information and innovative ideas throughout the company

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The world is changing fast, and so is Weston. We must invest in employee owners, our most valuable assets, and future leaders to stay competitive and grow. WWN's mentoring program, facilitated by philanthropic leaders, produces the elements we need for success - employee engagement, a strong culture, innovative thought, and an inviting environment for top talent.

- **Kara Fields, Chief Operating Officer**
Austin, TX

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WHAT DOES MENTORING INVOLVE?

- Matching your needs or strengths to a mentor or mentee
- Meeting at an agreed interval on topics specific to your needs
- Developing a trusting relationship
- Putting your new knowledge to use
- Dedicating approximately 2 hours per month to the mentoring relationship

WHEN AND HOW TO ENGAGE:

- Final rollout by end of 2023
- Interested in being a mentor?
 - Contact Weston Women's Network at wwn_council@westonsolutions.com
 - Fill out a brief bio using the template the WWN Council supplies
 - Be open to mentees reaching out
 - Be willing to dedicate a couple of hours per month
 - Have fun!
- Interested in being a mentee?
 - Sign up to be in the program according to instructions provided at rollout
 - Fill out a brief bio in the template sent to you
 - Identify a mentor that fits your needs
 - Contact your mentor, fill out confidentiality and mentoring agreements, and begin building your relationship by setting up periodic meetings
 - Have fun!
- The WWN Council will share training materials in the form of a toolbox at program rollout

**WATCH FOR UPDATES AND ROLLOUT ON WESTON REPORTER AND
THE WWN VIVA ENGAGE PAGE!**