

Welcome to

LebNet Women in Tech 1:1 SMART Mentorship Orientation Session!



Orientation Session Agenda:

1. **Welcoming Remarks**, Jeanine Akiki, *LebNet Executive Director* (5 min)
2. **Presentation**, Layal Rouhana, PhD, *LebNet Board Member and Women in Tech Community Lead/ Mentorship Program Lead* (20 min)
3. **Q&A** (15 min)

Welcome to LebNet's WiT Mentorship Program

LEBNET

The Premier Network of Lebanese in Tech

LEBNET

Connect • Network • Nurture

The Joy of giving back!



Famous Quotes on Mentorship

“My mentor said, ‘Let’s go do it,’ not ‘You go do it.’ How powerful when someone says ‘Let’s!’”

“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.”

“One of the greatest values of mentors is the ability to see ahead what others cannot see and to help them navigate a course to their destination.”

“If you want to go fast, go alone. If you want to go far, go together.”

“If you cannot see where you are going, ask someone who has been there before.”

“Getting a mentor is a shortcut to success.”

LebNet
Women in Tech 1:1 SMART
Mentorship

<https://lebnet.us/WiT-Mentorship>

Layal Rouhana, Ph.D.

Electronics Packaging Technologist, *Google*

LebNet Board Member and Women in Tech Community Lead/ Mentorship Program Lead

Why Mentorship?

- Mentorship is a **catalyst for growth, nurturing leadership potential, and fostering connections** between LebNet individuals
- LebNet is investing in mentorship to **empower future leaders from Lebanese descent, bridge divides, and foster a culture of collaboration between members**

LebNet WiT SMART Mentorship Program at a Glance



Description	Goal	Audience	Time Commitment	Location
<p>1:1 SMART Mentorship Program that aims to pair 20 women professionals who are in their early to mid-career in tech looking for career growth, networking opportunities and marketplace support.</p> <p>Matching is based on areas of interest, experience & SMART goals set by the Mentees</p>	<p>-Connect: Create a confidential and a safe environment to reflect, discuss, and work through challenges and opportunities</p> <p>-Collaborate: Cultivate a culture of knowledge and experience sharing that will expand one's network and horizons</p> <p>-Grow: Accelerate career advancement</p>	<p>-Mentees: Women professionals in their early or mid-career in tech (<10 years of work experience), residing in North America and with valid LebNet subscription</p> <p>-Exception made for a couple of men mentees</p> <p>-Mentors: Open to all LebNet members</p>	<p>-6 months (Jan- Jun '24)</p> <p>-Mentors and Mentees meet <u>at least once per month</u> to work towards the Mentee SMART goals</p>	<p>North America (in person or virtual)</p> <p>Mentors and Mentees can be in same/different regions depending on preferences</p>

Meet the Mentorship Program Team



Mentorship Committee and WiT Community Lead



[Layal Rouhana, PhD](#)

Electronics Packaging Technologist, **Google**

Program Sponsor and LebNet Executive Director



[Jeanine Farah Akiki](#)

Vice president, **Joun technologies**

Committee Members



[Stephanie Semaan](#)

Client Partner, **Reality Labs**



[Joelle Achkar Bouchéid](#)

Chief Executive Officer, **ArcusScale**

LebNet WiT SMART Mentorship Program- Schedule



Dec 2023	Jan 2024	Feb 2024	Mar 2024
<ul style="list-style-type: none"> -Matching Finalized -Receive Matching E-mail/Details 	<ul style="list-style-type: none"> -Mid-Jan '24: Attend Orientation Session for paired participants -Jan end: Kick off Monthly Mentee-Mentor 1:1 (30 min or more) to work on the Mentee's SMART goals -Mentee to contact mentor to schedule 	<ul style="list-style-type: none"> -At least 1 Monthly Mentee-Mentor 1:1 (30 min or more) to work on the Mentee's SMART goals 	<ul style="list-style-type: none"> -At least 1 Monthly Mentee-Mentor 1:1 -Mid-Program Survey -Attend a career development workshop (details TBC)- Optional for mentors/ Recommended for mentees
Apr 2024	May 2024	Jun 2024	Jul 2024
<ul style="list-style-type: none"> -At least 1 Monthly Mentee-Mentor 1:1 	<ul style="list-style-type: none"> -At least 1 Monthly Mentee-Mentor 1:1 -Attend a career development workshop (details TBC)- Optional for mentors/ Recommended for mentees 	<ul style="list-style-type: none"> -Final Monthly Mentee-Mentor 1:1 - End of Program survey -Program wrap up session 	<ul style="list-style-type: none"> -Program leads to send a program recap/ assess survey feedback and improve for following cohorts accordingly

Program Application/Matching Process(*)

MENTOR
Application Form

MENTEE
Application Form

Matching is done based on:

1. Areas of interest
2. Subject matter expertise/ experience
3. SMART goals set by the Mentees
4. Preference for job function and location

21 pairs were matched for this inaugural cohort!!!

(*) WiT committee will do their best to match you with a mentor/mentee that meets your profile and preferences but can not guarantee a match, due to limited spots in the program, and as the match quality will depend on the participants profiles

Mentoring is multi-dimensional

Role	Function
Mentor	<p>A mentor is a person who has knowledge and wants to share it with you</p> <ul style="list-style-type: none">• Listens, asks questions and provides encouragement• Shares experience• Serves as a sounding board and safe place to explore• Leverages network• Provides insight into politics, nuances and organization culture, if applicable
Coach	<ul style="list-style-type: none">• Provides “how to” suggestions and strategies to try• Offers constructive feedback based on observations and dialogue• Serves as an “accountability” partner for check-ins
Sponsor	<p>A sponsor is a person who has organisational power and will use it for you</p> <ul style="list-style-type: none">• Introduces you to others• Brings you along to shadow or observe• Represents your best interests

Mentor Role- *Thanks a lot for signing up!*

-Mentors are responsible for creating and maintaining a supportive environment for learning and personal growth

Get to know your mentee(s)	<ul style="list-style-type: none">• During first 1:1, understand their long term career goals and make sure their SMART goals are aligned• Ask them what skills they want to develop/ experiences they want to learn about• Understand their current challenges and where they need help• Share information about your background/role and how you can help
Set expectations	<ul style="list-style-type: none">• Establish confidentiality• Establish guidelines on length and frequency of meetings.• Establish ground rules for communication outside of meetings. How accessible will you be via phone, ping, email, VC/in-person?
Help mentees learn	<ul style="list-style-type: none">• Ask open-ended questions & provide candid feedback• Listen first, facilitate the conversation, and encourage reflection• Provide insight into politics, nuances and organization culture as needed
Listen and leverage your network	<ul style="list-style-type: none">• Be a good listener• Leverage your network when needed to help your mentee(s) achieve their goals
PRO TIP	<ul style="list-style-type: none">• Use the tGrow model. These five open-ended questions can provide the core to exceptionally productive conversations.

The (t)GROW model provides an easy-to-use structure for conversations.

t opic	What's this about?	<i>Get clear on the topic and desired outcomes</i>
G oal	What do you want?	<i>Establish what the mentee wants to achieve</i>
R eality	What's happening now?	<i>Establish understanding of the situation</i>
O ptions	What could you do?	<i>Generate options from reality to goal</i>
W ill	What will you do?	<i>Identify next steps</i>

Sir John Whitmore in 'Coaching for Performance'

Mentee Role

Focus	<ul style="list-style-type: none">● Be realistic about how much you can accomplish● Be “friendly” but “focused” on development● Clarify / agree on goals and follow through on interim steps
Patience	<ul style="list-style-type: none">● Don't expect mentor to have all the answers● Don't expect inner circle introductions: building trust takes time● Be flexible and sensitive to scheduling
Receptivity	<ul style="list-style-type: none">● View hard feedback as a gift● Be willing to stretch out of comfort zone● Find ways to “give back” to your mentor
Ownership	<ul style="list-style-type: none">● Drive your SMART goals● Set up meetings in advance. Develop a meeting schedule and agenda● Ask questions● Take action - Update mentors on accomplishment, action or progress from previous 1:1 meetings● Participate in workshops, especially when mentors make time to attend● Give feedback
PRO TIP	<ul style="list-style-type: none">● Plan ahead, identify a topic to discuss, and share that information BEFORE you meet

Mentee Role | How to set SMART Goals

Specific	Measurable	Attainable	Relevant	Time Bound
<p>Goals are clear, detailed and unambiguous. A specific goal will usually answer the five "W" questions:</p> <p>What: What do I want to accomplish? Why: Specific reasons, purpose or benefits of accomplishing the goal. Who: Who is involved? Where: Identify a location. Which: Identify requirements and constraints.</p>	<p>Goals are measurable.</p> <p>If a goal is not measurable, it is not possible to know whether progress toward successful completion is being made.</p> <p>A measurable goal will usually answer questions such as:</p> <ul style="list-style-type: none">• How much?• How many?• How will I know when it is accomplished?	<p>Goals are attainable.</p> <p>An attainable goal will usually answer the question:</p> <p>How: How can the goal be accomplished?</p>	<p>A relevant goal must represent an objective that the goal-setter is willing and able to work towards.</p> <p>A relevant goal will usually answer the question:</p> <p>Does this seem worthwhile?</p>	<p>Give your goals a target date.</p> <p>Timeliness is intended to prevent goals from being overtaken by the day-to-day crises that invariably arise in an organization.</p> <p>A timely goal will usually answer the question: When? What can I do 6 months from now? What can I do 6 weeks from now? What can I do today?</p>

LebNet WiT SMART Mentorship Program/ Contact Information

- More details on Mentorship Program Overview/ Expectations of Mentors and Mentees/ FAQs can be found @ <https://lebnet.us/WiT-Mentorship>
- For questions, pls contact us at WiTMentorship@lebnet.us

Get Involved with LebNet Women in Tech: Welcoming Women and Allies!



Stay **up-to-date** on our events by [Joining LebNet](#)



Attend our events
(Open to ALL)



Actively participate in upcoming **programs**
(As a mentor/ speaker)



Spread the word!

<https://lebnet.us/WiT>

LebNet

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<https://lebnet.us/WiT-Mentorship>

THANK YOU AGAIN to
ALL the Mentors for donating their time and expertise
and
the Mentees who are looking to get out of their comfort zone and grow their careers!