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## Join the Mentoring Movement!

Women can help other women achieve great successes in their careers. Instead of competing with each other for career opportunities, women may often find even more professional and personal satisfaction by paving the way for other women to achieve their career aspirations as well.

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That's probably some of the thinking behind Lisa Quast's decision to found the Wing to Wing Women's Mentoring Project with other female colleagues. Quast is an author, consultant, career coach, mentor, and CEO of Career Woman, Inc., based in Seattle.

Wing to Wing describes itself as "a global volunteer movement that aims to inspire women to reach out to other women and through the simple act of offering guidance and insight, help them achieve their personal and professional aspirations."

Quast explains that Wing to Wing "aims to promote, support, and expand the practice of guiding and inspiring other women. If every woman mentored just two other women, and they in turn mentored two more women, the difference—in both the professional world and in people's personal lives—could be profound."

Particularly if you were mentored yourself during your career to date, you know the value of having someone to help you navigate your way through an organization or even a profession. That person probably helped you figure out the lay of the land within the company and to make the right choices in how you communicate and interact with others inside and outside the company. You have the opportunity to do the same thing for other individuals in earlier stages of their careers or starting work in roles new to them.

### Successful Mentoring

Whether or not your company or organization has a formal mentoring program, you can find the information that you may use in mentoring other women on the [Wing to Wing website](#).

For example, you can find out whether you would make a good mentor and access some tips on mentoring (click on "Mentoring" in the top menu). Some of the characteristics of a successful mentor, as described by Wing to Wing include:

- Being comfortable providing honest, constructive criticism.
- Having good listening skills and use them in order to understand, not to reply.
- Having time available to help others with their careers.
- Being able to teach, instead of telling. In other words, knowing the kinds of questions to ask that will help others to determine answers for themselves.

The website also allows viewers to submit their own stories of mentoring experiences so that others may learn from them. There is also a link to "[Mentoring Guide](#)," a PDF which may be downloaded at no cost.

One noteworthy section in the Guide notes that mentoring can have a positive impact on the careers of both the mentor and mentee. Sun Microsystems studied its mentoring program over 5 years, finding that individuals who received mentoring were promoted five times more often than those without mentors and mentors were six times more likely to have been promoted to more senior roles in the organization, according to the Guide.

Those statistics might be worth highlighting to your organization's executive leadership team in an effort to either begin or expand a formal mentoring program.