

# PWN LISBON 2025 MENTORING PROGRAM

## 14<sup>th</sup>

MENTORING PROGRAM EDITION

Call for Applications

**MENTORINGPWN**  
LISBON



**PWN | LISBON**  
PROFESSIONAL WOMEN'S NETWORK

# AGENDA

- What to Expect from PWN Lisbon Mentoring Program 2025
- Example of profiles from a past edition
- Mentoring & PWN Lisbon

# What to Expect from PWN Lisbon Mentoring Program 2025

**MENTORINGPWN**  
LISBON

 **PWN | LISBON**  
PROFESSIONAL WOMEN'S NETWORK

# GOAL OF THE PWN LISBON MENTORING PROGRAM

A **joint journey** of  
**professional and personal development**  
for mentees and mentors

# WHY CHOOSE THIS MENTORING PROGRAM?

**DIVERSITY** of participants's  
experiences

(Mentees, Mentors, Team)

**INDEPENDENCE** and  
**INCLUSIVENESS**

(no corporate/academic link;  
all women welcome)

**Ability to SPEAK OPENLY  
&  
responsibility to  
TAKE THE LEAD** for journey

**ALL MENTORS & SUPPORT  
TEAM ARE VOLUNTEERS**

(=no corporate agendas)

# WHO CAN PARTICIPATE IN OUR 2025 PROGRAM?

104

In 2024 we had more than 100 participants (mentees, mentors) from different sectors and levels of seniority.

As mentees, we welcome all professional women: independent of current level of responsibility, function, sector (public, private, NGO), company size, age, level of academic training, personal background and origin.

## JOIN AS MENTEE IF YOU...

01

want to reflect on your professional experiences and decide on your future path, be it in Portugal or around the globe.

02

recently transitioned to or aspire to build the skills for front line management.

03

strive to develop competences to reach higher levels of responsibilities, be it as leader of leaders or on a company board.

04

feel the need to define how to balance all your ambitions, professional and personal, over the next years.

**NO BOX-TICKING - ONE GOOD REASON & COMMITMENT IS ALL YOU NEED!**

# COMMITMENT | HOW DOES IT WORK?

## Number and Frequency of Sessions:

- **10 months** (8 to 12 sessions, face-to-face or virtual)
- It is recommended that the pairs meet once every month, for one to two hours

## Autonomy of Mentoring Pair

- The duration, structure and content of the sessions are all defined by the two participants, Mentor and Mentee: scheduling, contacts in between sessions, home work, use of manuals, etc.
- Community support is available as needed/desired by mentee/mentor whose responsibility is to take the initiative to reach out

## Mentee lead program

- The mentee leads the agenda & pace of the program

## CORE | HOW DOES IT WORK?

The core of the program is the pair relation, supported by training and networking activities, by mandatory feedback moments and by support from the Mentoring Angel team.

- **Mentee and Mentor** relation
- **Support** to your development:
  - **Manuals** for Mentor and Mentee
  - Mandatory regular short and final in-depth **feedback** survey
  - **Angel team** available to support individual mentees/mentors, as requested
  - Angel team **facilitated Virtual Meetups** for mentees/mentors (optional)
  - **Get together**s for networking and sharing



# ELECTIVE ACTIVITIES | HOW DOES IT WORK?

Participants can also benefit from group mentoring, organize activities themselves and participate in PWN Global's activities in over 27 city networks

- **Group mentoring**
- **Mentee led activities** (e.g. Buddy mentee get togethers) and Whatsapp Mentees 2025
- **PWN Lisbon** monthly breakfast, workshops and other activities



# GROUP MENTORING | HOW DOES IT WORK?

## Group Mentoring

Apply in february, if aligned with your objectives

ca. 8 groups | Fixed group of 5-8 mentees

3-5 sessions | 60-90 min

## Topics of 2024 edition:

Communication x Leadership; Leadership Fundamentals: The basis for inspiring leadership; Influence conversations - the balance between advocacy & inquiry; (Un)conscious Bias; Exponential transformation; Executive Presence from the inside out

Open to **ALL current & former PWN mentoring participants** (active PWN membership required)



# MATCHING | HOW ARE PAIRS MATCHED?

- The matching is based on the information of the application and interview
- Matching takes into account goals, experience, sectors, comfort zones vs challenges, etc.
- Mentee required to confirm matching after the first mentoring sessions



# 14<sup>TH</sup> EDITION CALENDAR

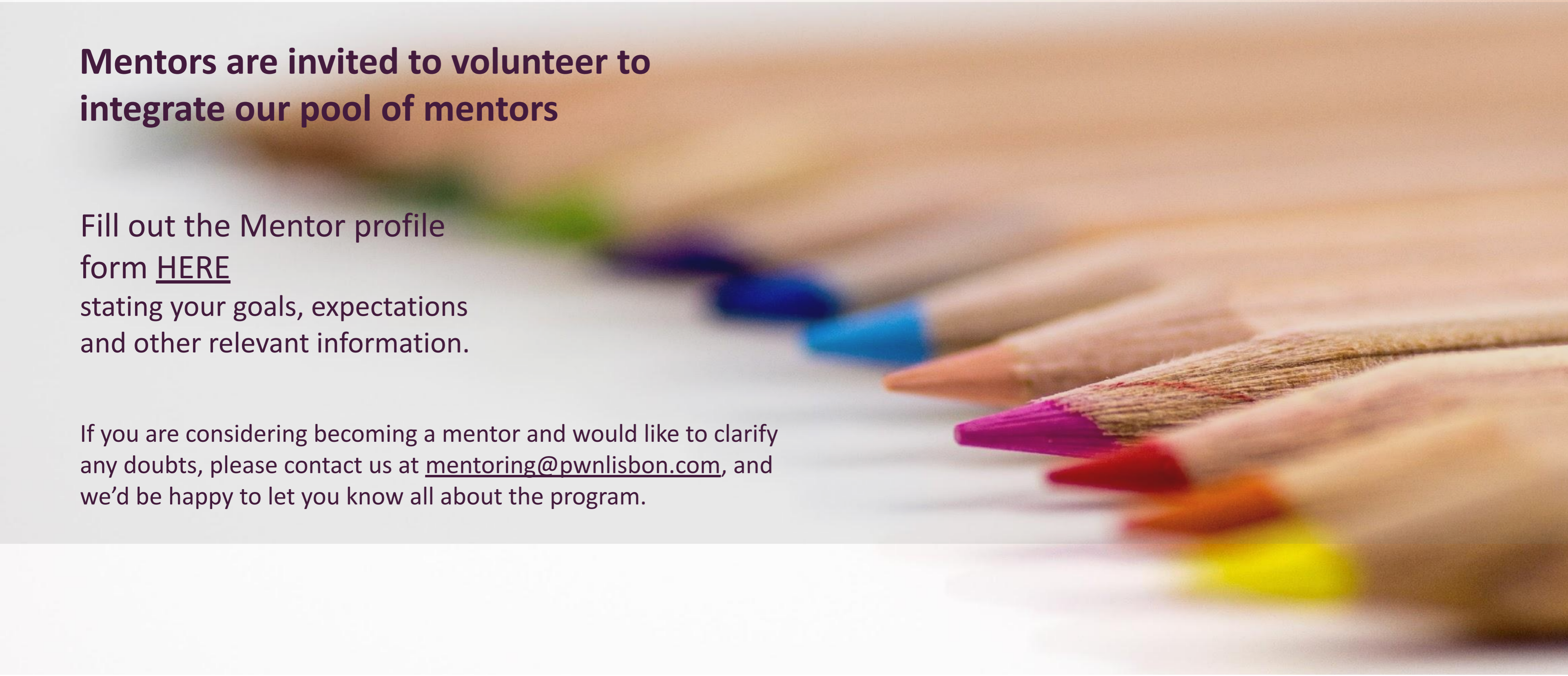
Q1'25		Q2'25	Q4'25		Q1'26	Q2'26	Q3'26
Selection / Core Program	Call for Applications <i>Feb/March</i>	Interviews <i>May</i> Final decision June	Mentees' WS New Mentors' WS (September) Program kick-off (October)		Pair sessions	Pair sessions	Last pair session End of program (June/July)
	Angel team & surveys		Matching confirmation by mentee (Oct./Nov.) Mentee mini survey (November) Mentee support - optional/online (periodic)		Mentee mini survey (January) Mentor networking and sharing session (February)	Mentee mini survey (April) Mentor networking and sharing session (April)	Final surveys for mentee & mentor (June/July)
Events and optional activities	2025 Program Presentation and Alumni get-together <i>(Feb/March)</i>		Celebration 2024 & Program Launch 2025 (October)		2026 Program Presentation & Alumni Get-together (Feb/March)	Group mentoring (March-June)	

# MENTORS or PARTNERS HOW DO I GET INVOLVED?

**Mentors are invited to volunteer to  
integrate our pool of mentors**

Fill out the Mentor profile  
form [HERE](#)  
stating your goals, expectations  
and other relevant information.

If you are considering becoming a mentor and would like to clarify  
any doubts, please contact us at [mentoring@pwnlisbon.com](mailto:mentoring@pwnlisbon.com), and  
we'd be happy to let you know all about the program.



# BE PART OF THE TEAM

## IF YOU WOULD LIKE TO HELP THE PROGRAM IN SOME OTHER WAY

By **volunteering**, hosting events or proposing your company involvement, for example, please let us know



[mentoring@pwnlisbon.com](mailto:mentoring@pwnlisbon.com)



A top-down view of a person's hands typing on a white keyboard. A white mouse is visible in the upper right, and a bright yellow watch is on the right side of the desk. The background is a clean, white surface.

## HOW DO I GET INVOLVED?

### Apply to be a Mentee:

Applications start on **Feb 25<sup>th</sup> 2025** and close on **March 31<sup>th</sup> 2025**

Fill out the Mentee profile form [HERE](#) stating your goals, expectations and other relevant information.

# MENTEE APPLICATION PROCESS



## APPLICATION FORM

Fill out the mentee profile form, stating your goals, expectations and other relevant information



## INTERVIEW

Interviews will be scheduled according to calendar in previous slides



## ADMISSION

Admitted mentees will be informed via email according to calendar in previous slides



## MENTEE MEMBERSHIP & FEE

120€ mentoring program fee for administrative expenses **paid upon acceptance by the mentees** (mentees also have to become a member of PWN Lisbon and pay the membership fee (85€) in case they are not members yet)

# MENTEE APPLICATION PROCESS

## PLEASE BEAR IN MIND

Given the number of applications and that we are a team of volunteers, we are not able to follow up all application processes individually:

- > We have a FAQs to answer your questions. Please find the link for our FAQs [here](#).
- > We will send an automatic email confirming reception of the application.
- > We will contact applicants to schedule interviews according to the interview timings.
- > We will inform all applicants of their status at the end of each phase.
- > Applications are evaluated on a first come first serve. We cannot guarantee evaluation of late applications.



# MENTEE SELECTION

## Minimum requirements for selection:

- > Complete and well thought out application
- > Very high commitment:
  - > time and dedication to the change process;
  - > minimum attendance in events;
  - > prompt feedback and speedy response to mentors and mentoring angels;
  - > mandatory periodic feedback and final survey;
  - > give back attitude towards PWN Lisbon and its mentoring program.

## Selection criteria:

- > **Is the mentoring process appropriate to mentee's goals and expectations?**
- > **Commitment + Potential + Eagerness to progress/change**
- > **Clear development objectives**
- > Diversity
  - > Balance between 3 segments
  - > Maximum 3 mentees per organization
  - > Sectors, functions and experiences
- > Previous applications, seniority as PWN member\* and/or PWN partner company (priority)
- > Date of application

\* How do I become a member of PWN Lisbon?

# WHAT OUR PARTICIPANTS SAY ABOUT THE PROGRAM



**FILIPA QUEIROZ**  
CLIENT MANAGER EDP  
**MENTEE**

“ This program is excellent for giving priority to ourselves: to agendas, to concerns, to deadlines. It allows us to work on our ability to listen, retain and work to improve: ourselves as people and ourselves as professionals.

”



**MARIA MADALENA GOMES DE SÁ**  
HEAD OF INTEGRATED FINANCE &  
PROCUREMENT SERVICES AIRBUS  
**MENTOR**

“ The PWN Mentoring Program is a very enriching experience, for both, Mentee and Mentor.

”

# WHAT OUR PARTICIPANTS SAY ABOUT THE PROGRAM



**NALINA KARÁ**

GROUP HUMAN RESOURCES DIRECTOR | BASE CAPITAL | C.SANTOS VP |  
EUROPEÇAS | UMM | VERA IB

**MENTEE**

“

Through the support, guidance, and wisdom of my mentor, I've gained clarity, direction, and confidence. By connecting with a mentor, mentees gain insights, expand their networks, and accelerate their personal and professional development, sometimes in ways they may not have thought before. I encourage others to embrace the opportunity to be mentored.

”



**RUI MENDES DA COSTA**

DIRETOR CORPORATIVO DE RECURSOS  
HUMANOS AdP ÁGUAS DE PORTUGAL

**MENTOR**

“

É sempre bom sentir que estamos a ajudar alguém a encontrar o seu caminho, reforço, o seu caminho, isto é, que conseguimos que alguém aceitasse mudar de observador, quer se permitisse ver o mundo com outros olhos e, assim, decidir o que considera melhor para si.

”

# WHAT OUR PARTICIPANTS SAY ABOUT THE PROGRAM



**CRISTINA CAMPOS**

BOARD MEMBER | BUSINESS ADVISOR | ANGEL INVESTOR,  
FORMER COUNTRY PRESIDENT NOVARTIS PORTUGAL

**MENTEE & MENTOR**

“ Uma experiência enriquecedora (quer como mentora quer como mentee) que me ajuda a abrir horizontes para além do sector em que trabalho, que me desafia e que me permite contribuir para uma rede profissional de elevadíssima qualidade e com pessoas de extremo talento. [...] parabéns à PWN e às mulheres que dedicam de forma apaixonada um pouco do seu tempo a este projeto ”



**MARIA ANTÓNIA TORRES,**

M&A TAX LEAD PARTNER DIVERSITY LEADER,  
PWC PORTUGAL, CABO VERDE & ANGOLA

**MENTOR**

“ A wonderful experience to move along during one year with someone recently met and with whom such strong bonds are created ”

# WHAT OUR PARTICIPANTS SAY ABOUT THE PROGRAM



**FILIPA COSTA**  
PRINCIPAL KORN FERRY  
**MENTEE**

“ Programa estruturado, dinâmico que para além das sessões individuais, permite a criação de momentos colectivos de aprendizagem. A escolha do mentor para cada um de nós é fundamental e muito bem conseguida! Parabéns a todos! ”



**ANA PAULA MELO**  
ADMINISTRADORA EXECUTIVA CAIXA BANCO DE  
INVESTIMENTO | DIRETORA CENTRAL CGD  
**MENTOR**

“ Este é um programa que me tem permitido, ao longo dos anos, trabalhar com mulheres talentosas e que me desafiaram a sair, muitas vezes, da zona de conforto e a crescer. Posso dizer com orgulho que criei grandes amigas que ficaram muito para além dos programas. ”

# WHAT OUR PARTICIPANTS SAY ABOUT THE PROGRAM



**ANA CARRILHO**  
DIRECTOR NTT DATA  
**MENTEE**

“

The PWN Mentoring program helped me clarify my professional goals and gave me the mindset support to embrace the change and commit to it.

”



**LUISA MENEZES CORTE-REAL**  
FORMER VP AND ASSOCIATE GENERAL COUNSEL | PHILIP  
MORRIS INTERNATIONAL INC.  
**MENTOR**

“

It was a great experience. The materials offer a good structure and guide to the program, the sessions went very well, we made good progress with the goals set by the mentee.

”

# Mentoring Program | VOLUNTEER TEAM



**ANITA  
HAENSLER**

## TECHNICAL TEAM

## COORDINATOR



**MARIA ANTÓNIA TORRES**

## MARKETING & OPERATIONS TEAM



**INÊS  
HOLTREMAN**



**AIDA  
CHAMIÇA**



**ANA DUARTE  
RIBEIRO**



**CRISTINA  
BARRADAS**



**EDGAR  
SABINO**



**ANA ALMEIDA  
SIMÕES**



**INÊS  
FERREIRA**



**INÊS  
GONÇALVES**



**MARIA  
ALBERTY**



**MARGARIDA  
CRUZ**



**INÊS  
DIOGO**



**INÊS RIBEIRO  
MARQUES**



**MADALENA  
CARVALHO**



**SANDRINA  
LEAL**



**TERESA  
OLIVEIRA**



**SÓNIA  
GERMANO**



**RITA  
MOREIRA**



**RITA PALMA**



**SANDRA  
SILVA**



**TERESA  
CARAPUÇA**

# COMPANIES THAT HAVE SUPPORTED PWN LISBON AND THE PROGRAM

## PWN Lisbon Corporate Partners



## PWN Lisbon Non-Corporate Partners



This program was only possible thanks to all the **volunteers** who gave their precious time to the program. And to the **corporate support** in hosting events, promoting the program and sponsoring mentees

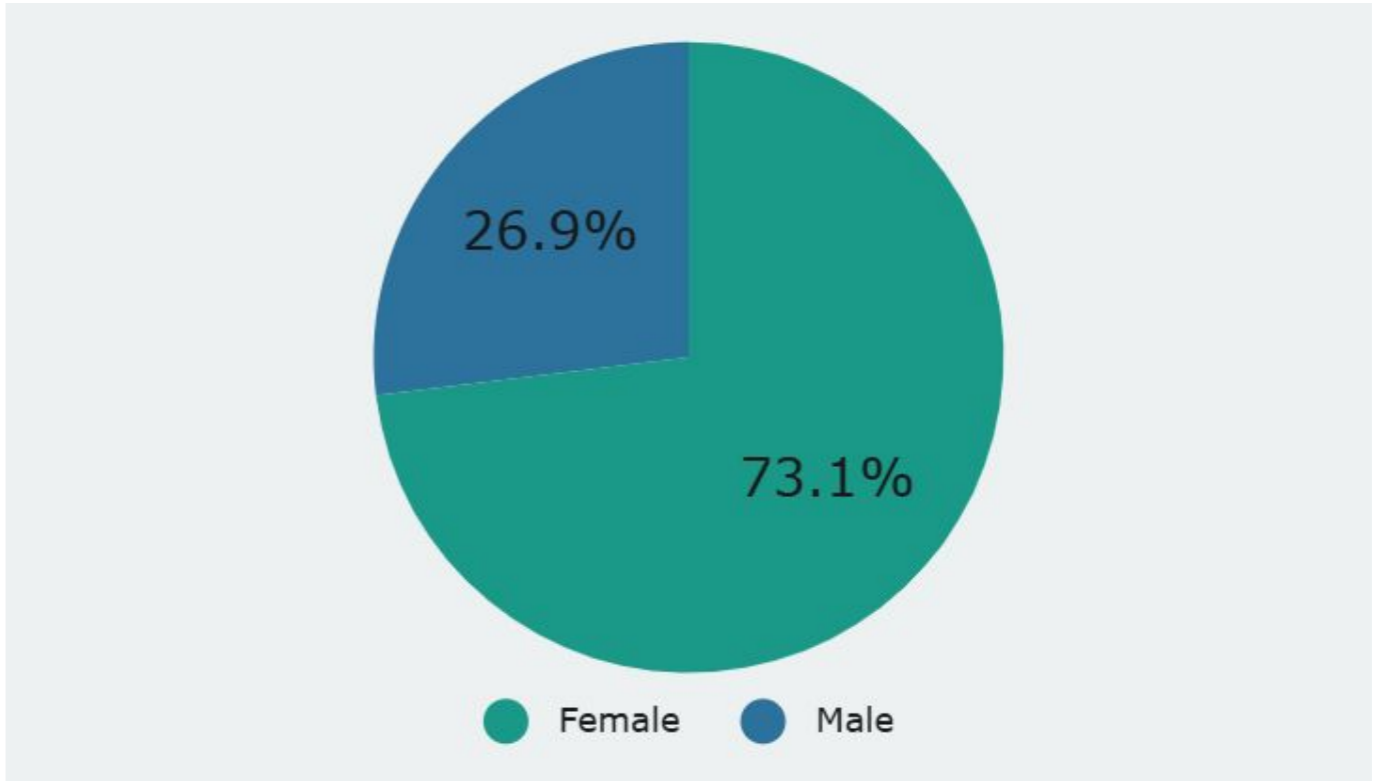
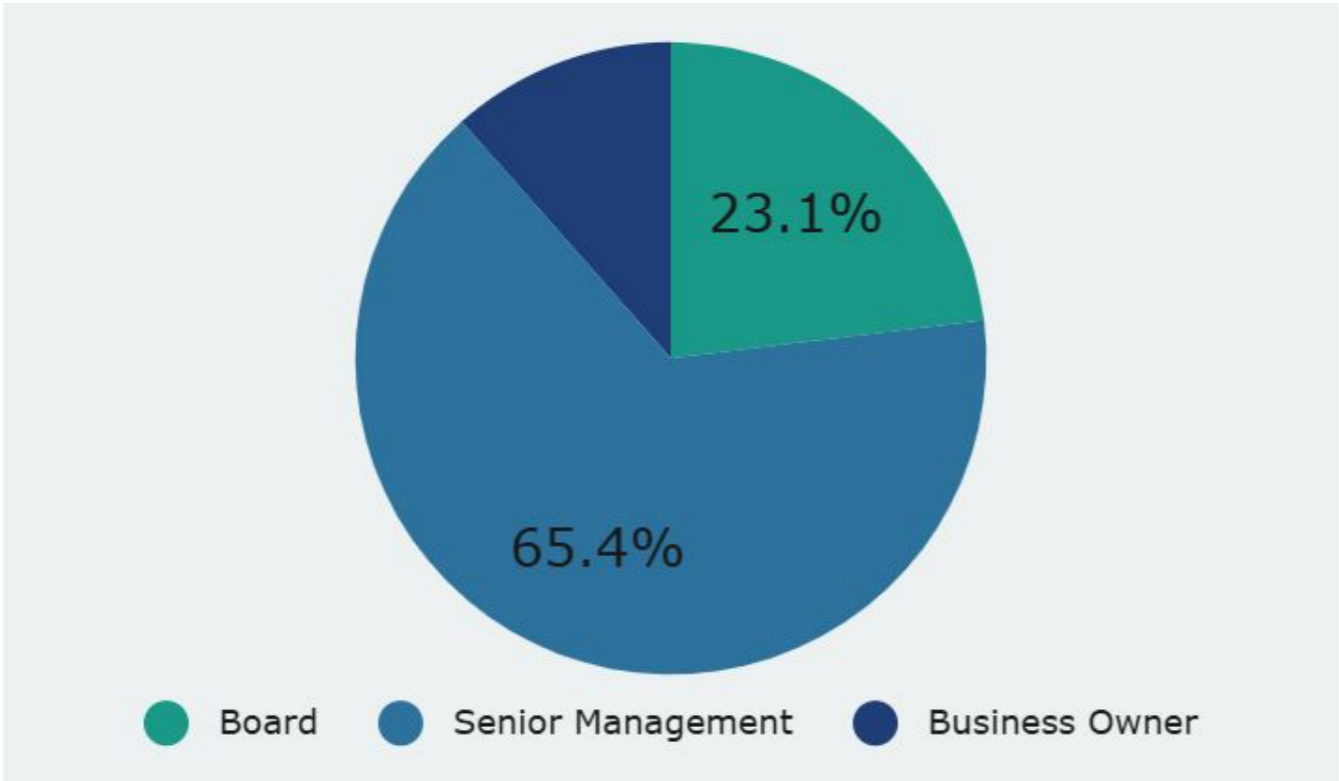
# Profiles

- Mentor pool (example of a past edition)
- Mentee profile (example of a past edition)

MENTORS ARE BOARD MEMBERS, SENIOR MANAGERS AND OWNERS, WITH 27% MEN

OUR MENTOR POOL IS MADE UP OF +75 MENTORS (24% MEN)

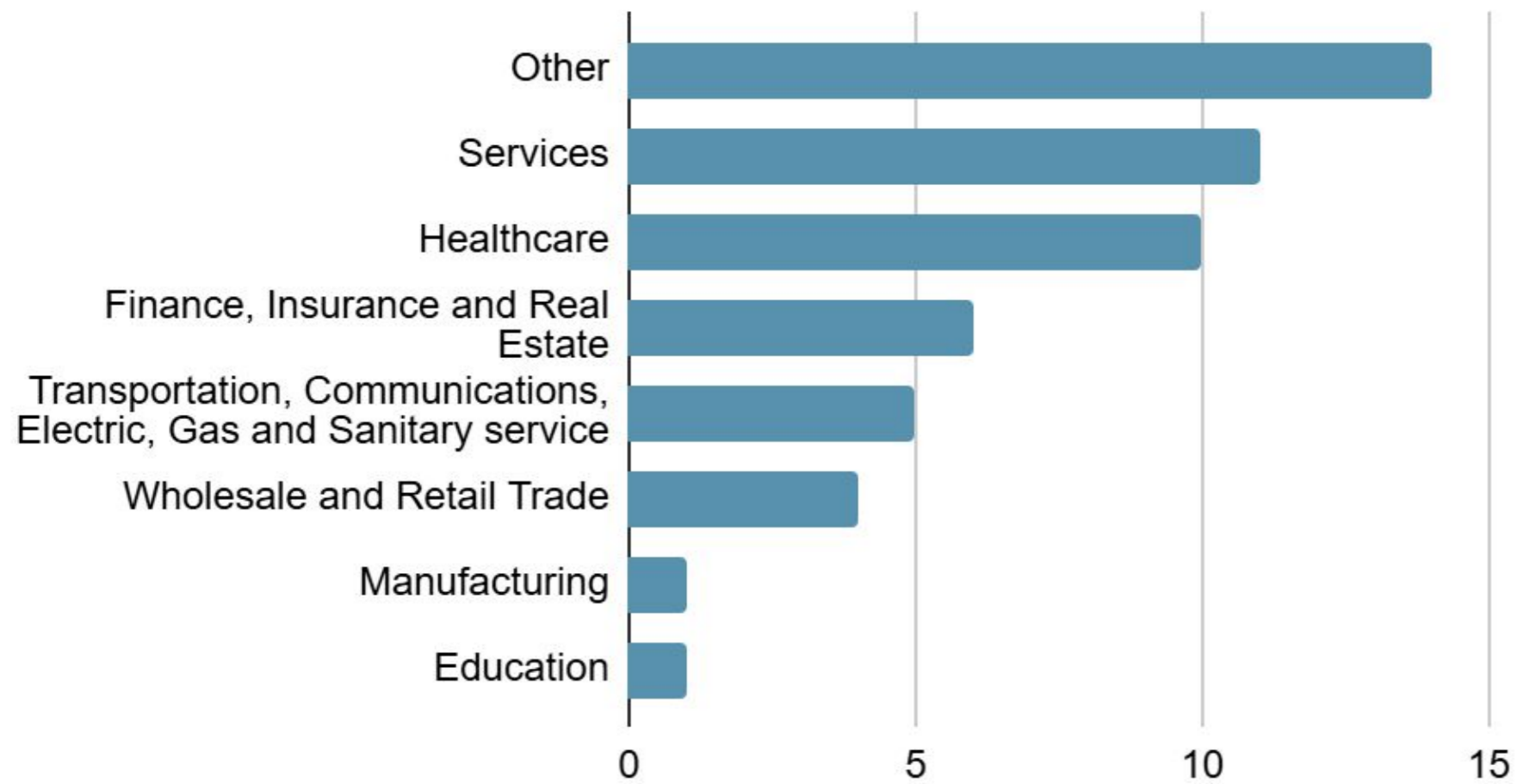
Example of  
past edition



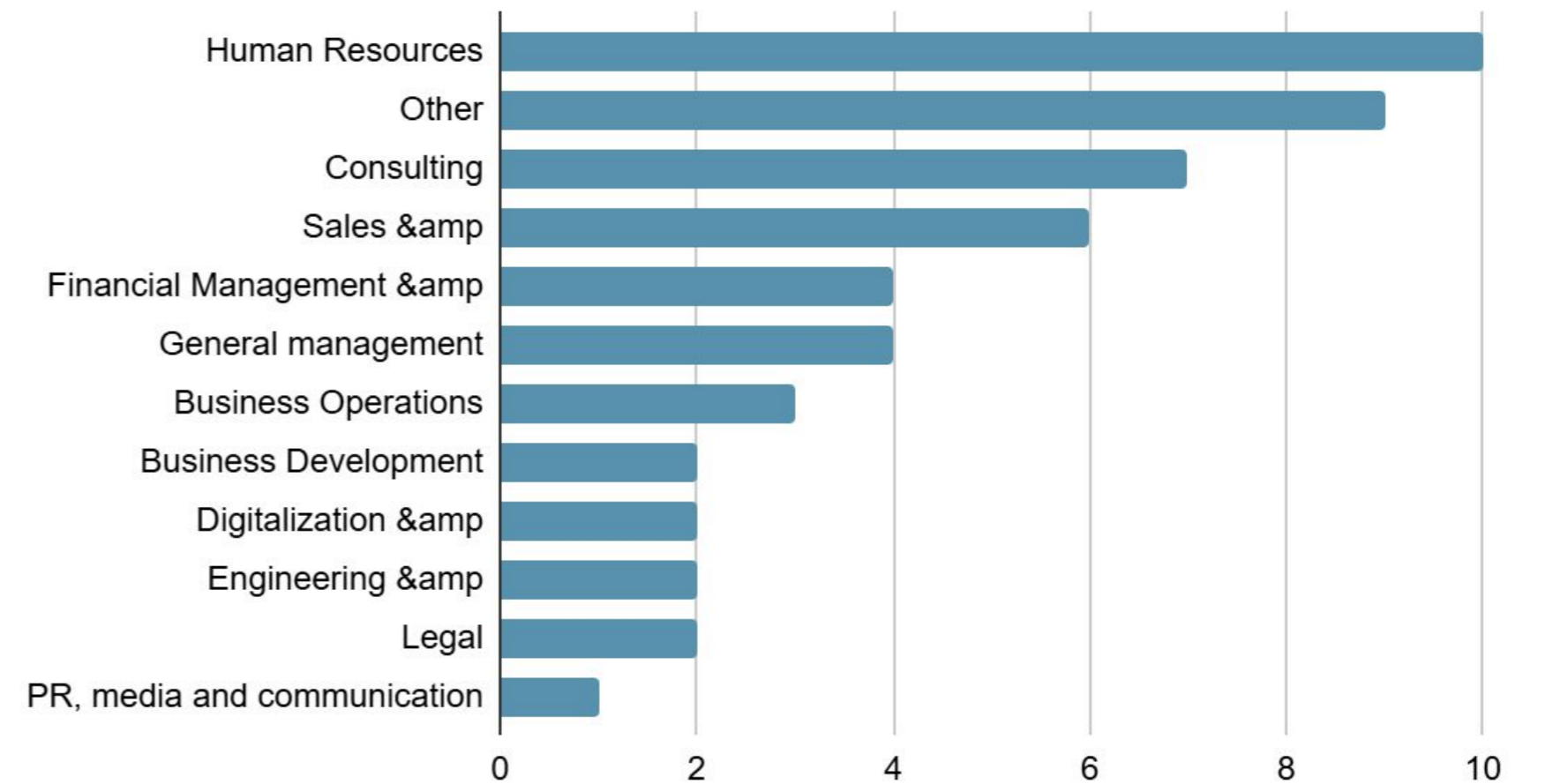
# MENTEES' CURRENT ROLES ARE DIVERSE

Example of  
past edition

Sector

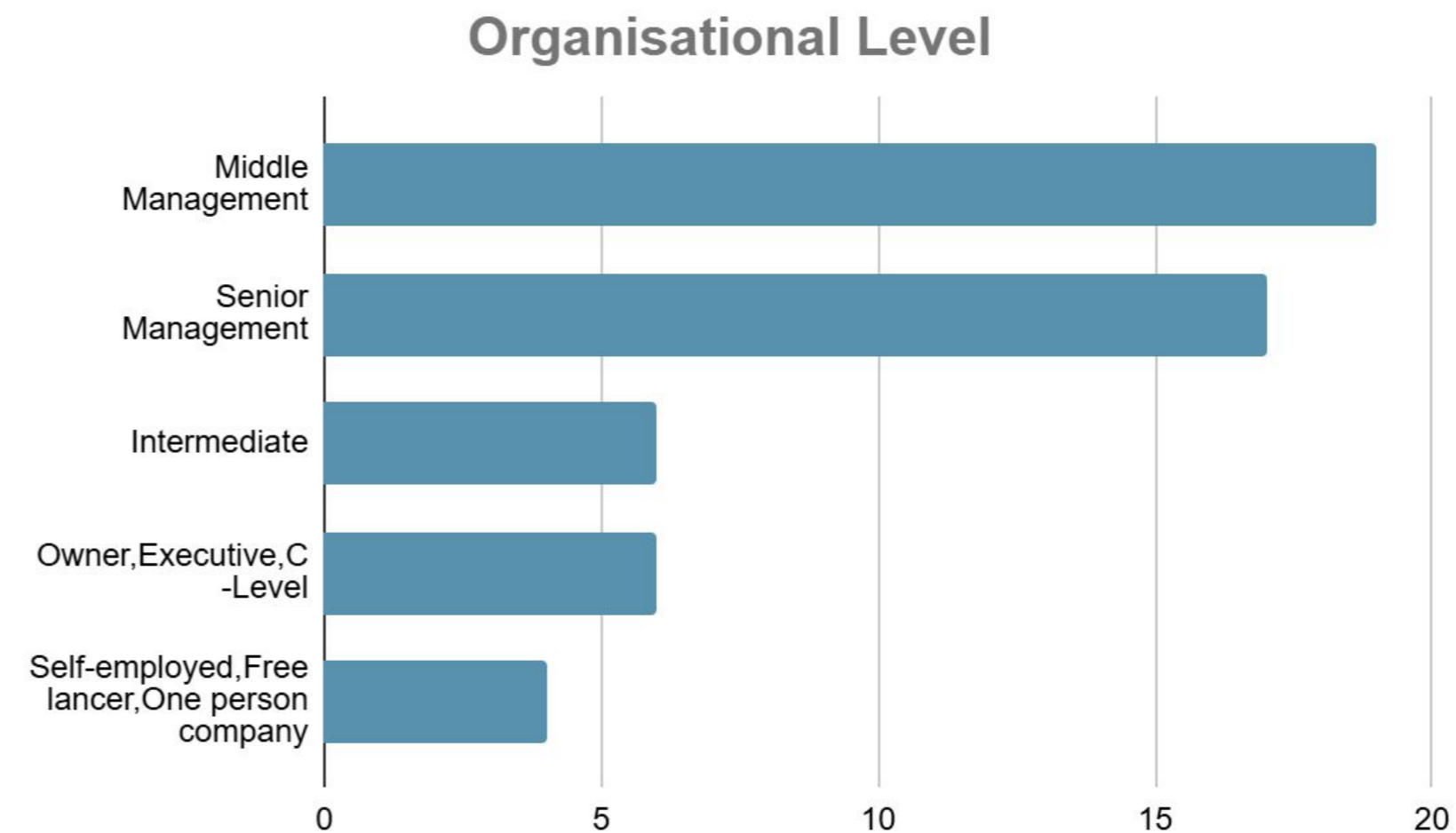
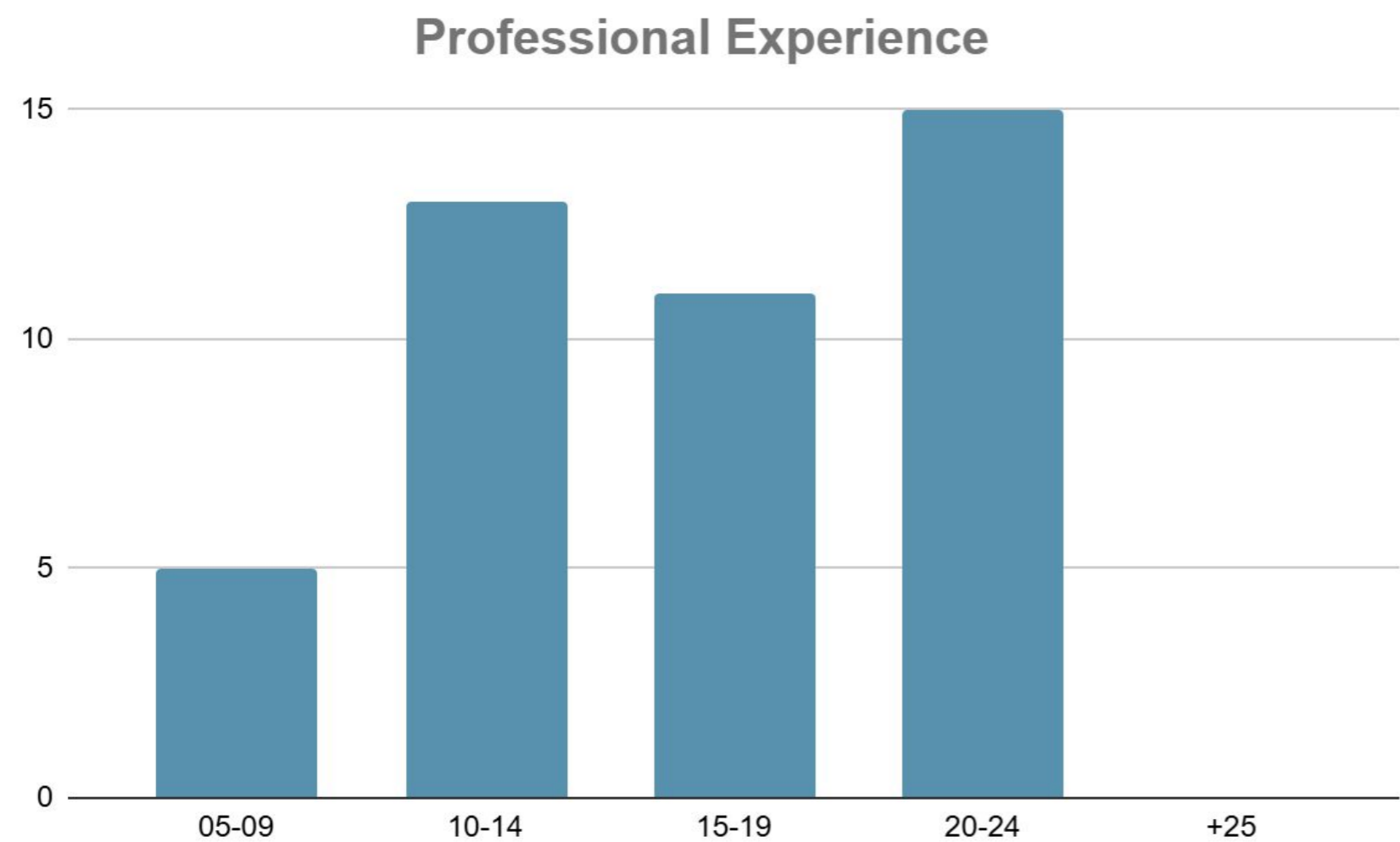


Function



# MENTEES REPRESENT A BROAD RANGE OF PROFESSIONAL EXPERIENCE AND LEVEL OF ORGANISATIONAL RESPONSIBILITY

Example of  
past edition



# Mentoring & PWN GLOBAL and PWN LISBON

**MENTORINGPWN**  
LISBON

 **PWN | LISBON**  
PROFESSIONAL WOMEN'S NETWORK

# WHAT IS MENTORING ?

Mentoring is a voluntary learning partnership through which a more **experienced professional** (the mentor) **shares** his **expertise** and experience to support someone else (the mentee) in achieving her professional development goals.

Research suggests that **working with a mentor can make a big difference to the professional growth and career path of a mentee.**

Mentoring is recognised as a **cost-effective and impactful way** to prepare future business leaders.

*"Women with a mentor increased their odds of being placed at mid-management or above by 56% over women without a mentor." (Catalyst 2010).*

*"Mentoring is a relationship that is created to share knowledge and experience for learning in a purposeful way." (Women@WorkNo7, EPWN)*

*"'Gratitude', 'learning' and 'privilege' are the three terms we hear frequently, when people talk about their experiences as mentor or mentee.'" (David Clutterbuck, Everyone Needs a Mentor, 2006:3)*

# MENTORING PROGRAM AND FRAMEWORK

	Mentor	Mentee
Start-Up	<ul style="list-style-type: none"><li>• Reviews of mentoring skills</li><li>• Prepares for commitment</li><li>• Responds to mentee request</li><li>• Prep for first meeting</li></ul>	<ul style="list-style-type: none"><li>• Determines goals and expectations</li><li>• Provided with a mentor</li><li>• Mentee initiates first contact</li></ul>
Getting To Know Each Other	<ul style="list-style-type: none"><li>• Shares own expectations</li><li>• Clarifies commitment</li><li>• Builds relationship</li></ul>	<ul style="list-style-type: none"><li>• Shares expectations for mentoring</li><li>• Clarifies personal commitment</li><li>• Builds relationship</li><li>• Acknowledges mentor commitment</li></ul>
Continuous Development	<ul style="list-style-type: none"><li>• Shares experience and knowledge</li><li>• Provides guidance and feedback</li><li>• Makes introductions or shares contacts as appropriate</li><li>• Makes self available where possible</li></ul>	<ul style="list-style-type: none"><li>• Shares issues/questions related with the developmental goals established</li><li>• Is open to new ideas and perspectives</li><li>• Works hard towards goals</li><li>• Manages relationship and drives scheduling</li></ul>
Relationship Review and Closure	<ul style="list-style-type: none"><li>• Summarises key learning and experience</li><li>• Provides advice on next steps</li><li>• Offers appreciation and feedback</li><li>• Decides how/if the relationship should continue</li></ul>	<ul style="list-style-type: none"><li>• Summarises key learning and experience</li><li>• Offers appreciation and feedback</li><li>• Decides how/if the relationship should continue</li></ul>

# WHAT DO YOU NEED TO BE A MENTOR OR A MENTEE?

What you need to be a Mentor

## To Be A Mentor:

### Qualities:

- Enthusiasm
- Commitment
- Willingness
- Approachability

### Knowledge

### Experience

### Personal Skills

- Listening
- Motivating
- Influencing
- Counselling
- Challenging

## To Be A Mentee:

### Qualities:

- Enthusiasm
- Commitment
- Willingness
- Ambition

### A Strong Desire to Learn

### Personal Skills

- Listening
- Understanding
- Sharing
- Daring

# PWN GLOBAL

PWN Global is a **global movement** of people working towards **gender balanced leadership** through professional development and international, cross-industry, on-line and in person **networking**.

+ 3.000 Members

26 Cities

+1.200 events/year

Global Partners



# PWN GLOBAL

## WE EXIST TO ADVANCE GENDER BALANCED LEADERSHIP

- Better decision making, economic sustainability and a happier society will exist by leveraging 100% of the world's talent.
- Creating a movement of people who aspire to accelerate the current pace of change towards gender balanced leadership.
- Connect people via our unique global network, inspiring the leaders of today to create exemplary leaders of tomorrow.
- Environment where you, the members of the PWN Global community can support one another, embrace new skills, learn to speak out on the topic and create sustainable action plans.



# MENTORING IS A PRIORITY FOR PWN GLOBAL

- > Mentoring is one of the primary activities that helps all PWN GLOBAL members to develop and advance professionally.
  - > It can be a hugely effective way of **helping talented people** to develop their skills, hone their career strategies and gain both **confidence and greater exposure**.
  - > It can also provide a **powerful opportunity for leaders** to gain understanding and insights.
- > In the past three years 60% of people who participated in a PWN mentoring programme have gone on to achieve their life change goal, including promotions and career changes.

# PWN LISBON

## PWN Lisbon is a Portuguese branch of PWN Global

- More than 1500 members
- Biggest city network, on par with Paris
- Success case on corporate partnerships



# PWN LISBON | ACTIVITIES & PROGRAMS

## LEADERSHIP



**Focused leadership course**, with main objective to getting to know the leadership foundations while providing tools, developing skills and sharing successful stories for women who are potential leaders.

## MENTORING



By calling upon a **wide range of mentors**, ensuring the best possible match for you, and following up on your progress through the mentoring cycle to ensure that the experience is a positive one.

## WOMEN ON BOARD



**Specific program** for Women on Board that pretends to give a greater visibility and the opportunity to benefit from our different partnerships.

## YOUTH



Aims to be the **leading network in Portugal for young women** to find empowering, learning & sharing experiences and connections in the early stage of their professional lives, in order to leverage their career.

## ENTREPRENEURSHIP



A hands-on, online **course designed to enrich your personal, professional and business capacities** while leveling and fostering sustainable goals. This program is delivered over an 8 month period and features live webinars and coaching circles.

## NETWORKING EVENTS



Wide range of networking events in each city.

PWN Lisbon:

- Inspiring breakfast (once a month)
- Knowledge Workshops (once a month)
- Conversas do Avesso
- Other events
- **Annual Event**

## KNOWLEDGE



The most up to **date news, reports and research** by delivering relevant news from the world of balanced leadership, mentoring and entrepreneurship in this one-stop knowledge hub.

# PWN LISBON 2025 MENTORING PROGRAM

## JOIN US!

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LISBON

[mentoring@pwnlisbon.com](mailto:mentoring@pwnlisbon.com)



Photos by Annie Spratt, [Gianandrea Villa](#), [Keila Hötzel](#)

