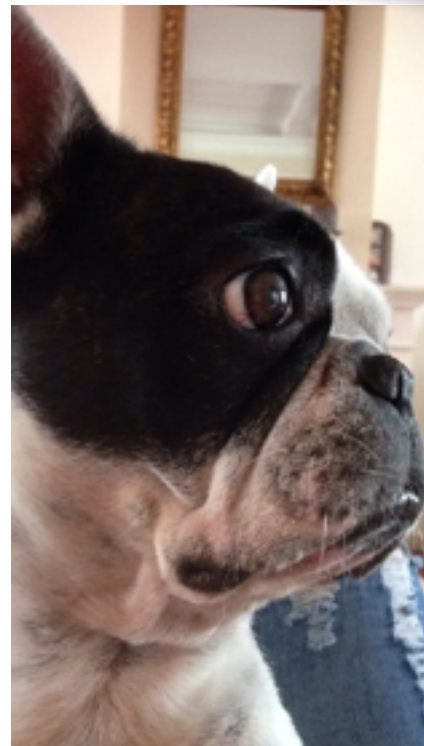




RIPE NCC
RIPE NETWORK COORDINATION CENTRE

Why Mentoring Matters

Ingrid Veling

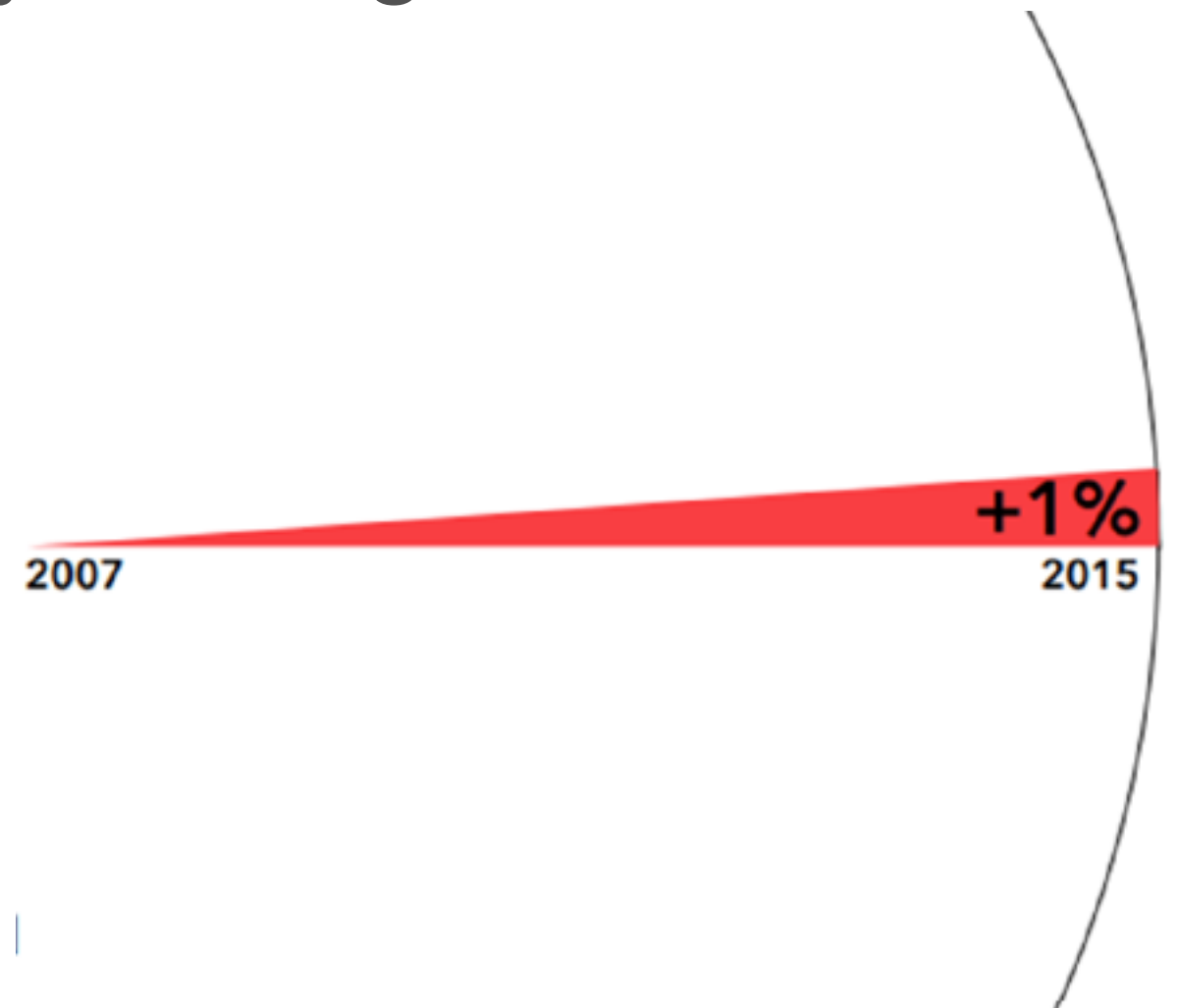


Catalyst Research Shows



That the needle is barely moving:

The number of senior women
in the US and Europe increased
just a percentage point in just
a decade



...We Are Not There Yet



- From 2008 to 2018 the tech industry is projected to grow by 17%
- Tech-intensive organisations need employees with both technical and managerial leadership styles
- But women are less likely to enter and more likely to leave the industry

Barriers We Face



- The women that stay face significant barriers to advancement
- The three main barriers are:
 1. Lack of role models
 2. Feeling like an outsider
 3. Unclear evaluation criteria

Source: Catalyst, High Potentials in Tech-Intensive Industries: 2014

Question # 1



- Who is or was your role model?
- What have you learned or in which way did he/she change your mind, attitude or approach?



The 'Goldilocks Dilemma'

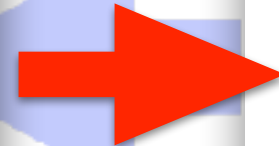


- A tough double bind that prevents women from leadership roles
- Women who are nice, pleasant, and supportive are unlikely to be seen as leaders
- Women who act with strength and authority, however, are likely to be seen as socially insensitive, unpleasant, and unlikable

Other Significant Challenges



Feeling othered



- Lower in the ranks
- Fewer promotions
- Lack access to assignments
- Downsize career aspirations

Loneliness

**Expertise is challenged
more often**

**Different perspective =
threat?**

Role Models Matter, Here's Why:



- Positive effect on how to deal with stereotyping, removes anxiety
- Prepares a young women for career advancement
- Helps you look through a non-gendered lens
- Can help navigate company politics
- Better understand the stereotypes we hold against women (yes, we do it too)

Question # 2



Have you ever had or have you ever been a mentor?

How was that?

What was the secret of your success



The Value of Mentoring



| Benefits to the Mentor | Benefits to the Mentee |
|--|--|
| Expands the mentor's professional network | Accelerates development, increases perspective and knowledge |
| Improves leadership skills and increases perspective | Enhances self-esteem and confidence with interacting with senior leaders |
| Increases awareness of available talent | Expands the mentee's network |

Some Beautiful Stories



- Stories of successful mentor-mentee relationships
 - In-company
 - Cross-company
 - Cross-industry



How to Get Started



- Get to know each other, make the connection
- Identify your expectations
 - Get the development question sharp
- What do you want to get out of the relationship
- Organise logistics of meeting up
- Be willing to discuss failures and successes
- Demonstrate genuine interest

What We Can Do Today



No matter what level you are in your organisation, there are actions you can take to build a more inclusive workplace

So what can we promise today:

- Become a mentor - in- or cross-company
- Mentor a young woman and man in your own organisation
- Become a mentor for the RIPE community
- Help your HR to implement a mentor program in your company

That is Why Mentoring Matters!



Thank you for listening

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