**Network of Women (NoW)**
**for WRC-19**

90th Anniversary
ITU-R Study Groups
(1927-2017)

Mentorship programme

# Participant Guide

## Stay Connected

Working Party 4A (WP 4A) meeting*

For questions, comments or suggestions please contact:

Hanane.Naciri@itu.int
(+41) 22 730 63 57

and

Grace.Petrin@itu.int
(+41) 22 730 58 10

Our partners:

We Lead

UNIVERSITÉ DE GENÈVE

Geneva, May 2017

* Efficient orbit/spectrum utilization of FSS and BSS

# Network of Women (NoW) for WRC-19

## Mentorship programme

### Network of Women – Who Are We?

The **Network of Women** initiative aims at building capacity early on in the World Radiocommunication Conference (WRC) process in order to encourage a larger participation of women as delegates, chairs, vice-chairs, etc. We invite you to participate in its first mentorship cycle, which will start at the WP 4A* meeting in **May 2017 at ITU in Geneva.**

In this cycle we focus on the technical topics of WP 4A in relation to the WRC-19. More information is available [here](). If you are an experienced delegate or you are new to the WRC process, we invite you to be a part of the programme as **mentor** or **mentee**.

### What Do We Want?

Through this mentorship programme, we aim to:

- Foster interdisciplinary cooperation and teamwork in preparation for the WRC-19;
- Expand your professional network;
- Share knowledge and skills;
- Learn from each other's experience;

\* Efficient orbit/spectrum utilization of FSS and BSS

### How Do We Do This?

We gather your WP4A topic preferences through a survey. We then set pairs or groups of mentors and mentees following these patterns.



*1:1 Mentors and mentees are matched **in pairs**. The mentor shares her experience and skills. The mentee should have the skills, knowledge and desire to achieve her goals, whereas the mentor must be able to guide the mentee.*



*1:n Depending on the number of mentors and mentees working on a given topic, two mentees may be matched together and work on their goals (**peer mentorship** format). They will then be matched with a mentor to guide and coach them on their specific needs.*

### How Do We Proceed?

We suggest that the first mentorship cycle starts with a face-to-face meeting on site at the WP 4A event between mentor and mentee in order to:

- Build trust and mutual respect by sharing experiences;
- Share visions, mutual expectations and understanding of the mentorship programme and its goals set around WP 4A;
- Establish a clear understanding and a plan of what steps will be undertaken - when, where and why.

You can meet in person on site at the WP 4A session and after, continue remotely your mentorship activities.

The suggested timeframe for this mentorship cycle is 3 months after which your feedback will be appreciated.

### Just Remember… (Basic principles)

*Informal*. Note that this mentorship programme is an informal interpersonal mentorship across ITU-R members, and is independent from any specific entity or other HR programme

*Trust and confidentiality*. All exchanges between participants to this mentorship programme are confidential. The relation is based on trust and mutual respect.

*Time*. The mentoring arrangement between mentor and mentee is brought to an end by mutual agreement.