



# Network of Women (NOW) for WRC-19



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“There is significant interest, need and demand by the mentees. One common issue/topic my mentees raised was preparation needed to present input contributions and how to deal with the feedback they get during the WRC preparatory meetings on the mic”

“Also what should some of the mentees do within their delegations to get an opportunity to present documents and get some mic time during the meetings”

Feedback from a NOW4WRC mentor

“I have learnt to be more confident. At the beginning of the mentorship, my mentor explained the importance of making a contribution. During the past meetings, I have presented 3 contributions”

Feedback from a NOW4WRC mentee

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Our partners:



## Mentorship programme Participant Guide

Conference Preparatory Meeting  
[CPM19-2](#)

Geneva, February 2019

[www.itu.int/go/NOW4WRC19](http://www.itu.int/go/NOW4WRC19)

## Stay Connected

For questions, comments or suggestions  
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[#NOW4WRC19](https://twitter.com/NOW4WRC19)

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## 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 mentorship programme, which will open at the [CPM19-2](#) in **February 2019 at ITU in Geneva**.

The Network of Women was launched in December 2016 and has covered ITU-R key events ([WP4A](#), [TG5/1](#)) in preparation for [WRC-19](#).

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 program, 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.

### How Do We Do This?

We gather your preferences through an online survey. We then match pairs of mentors and mentees.



*1:1 Mentors and mentees are matched in pairs. The mentor shares her/his 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.*

### Just Remember... (Basic principles)

*Recommendation for the mentee:* Take the initiative to meet your mentor. Please don't wait.

*Recommendation for the mentor:* Remember how you felt the first time you participated in an ITU meeting and that your mentee might feel exactly like that.

*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.

### How Do We Proceed?

We suggest that the mentor and mentee start with a face-to-face meeting during the [CPM19-2](#) event 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 for the WRC process;
- 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 [CPM19-2](#) and after, continue remotely your mentorship activities.

We would recommend to start your mentorship at [CPM19-2](#) and continue until [WRC-19](#). We would appreciate to hear from you to shape this programme to your needs.