

Success Story

“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”

“I would not be chairing the sub working if I had not been following my mentor’s advices. It does have an impact!”

“I would not have dared proposing my name for study group Vice Chair if my mentor had not suggested it to me”

Feedback from a NOW4WRC mentee

Network of Women (NOW)

A forum for networking,
knowledge sharing & mentoring

Mentorship programme Participant Guide

World Radiocommunication Conference

[WRC-19](#)

Sharm El-Sheikh,
October 2019

Our partners:



www.itu.int/go/NOW4WRC19

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Stay Connected



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 mentorship programme, which will re-open at the [WRC-19](#) in **October 2019** in **SHARM EL-SHEIKH, Egypt**.

The Network of Women was launched in December 2016 and has covered ITU-R key events ([WP4A](#), [TG5/1](#), [CPM19-2](#)) in preparation for [WRC-19](#).

Who needs to register?

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. Bend the trend! Make gender parity a reality at [WRC-19](#).

For those of you being you a part of this mentorship programme (from [CPM19-2](#)), please continue the mentoring arrangements.

What Do We Want?

Through this mentorship program, we aim to:

- Foster interdisciplinary cooperation and teamwork in preparation for the [WRC-19](#) cycle;
- 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.

Please Remember...

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.

How Do We Proceed?

We suggest that the mentor and mentee start with a face-to-face meeting during the [WRC-19](#) 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 during [WRC-19](#) and after, continue remotely your mentorship activities.

We would recommend to start your mentorship at [WRC-19](#) and continue afterwards in preparation for WRC-23. We would appreciate to hear from you to shape this programme to your needs.

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.