

The logo for Qudwa features the word "Qudwa" in a light green, serif font. A black wavy line underlines the "Q", and two small black silhouettes of buildings are positioned above the "d" and "w".

Qudwa

A i d i n g t h e B a l a n c e

MENTORING PROGRAM LAUNCH

MAY 2014

WWW.QUDWA.ORG

Mentoring Program Vision

To become a central entity that connects young employees with willing and available professionals who can support and encourage them to manage their own learning and maximize their potential. This includes:

- Developing increased leadership skills
- Sharing problem solving techniques
- Networking for success

Qudwa's Mentoring Program

- Non-technical
- Follow-up
- Company Wide
- Focused on Women



Why Mentoring?

Measure implementation effect
on women's representation¹
Number of points

Visible commitment and monitoring by the CEO and the executive team of the progress in gender-diversity programs

Skill-building programs aimed at women

Mentoring of junior women



2010 "Women Matter" Survey found some measures increase women representation



Mentor Selection

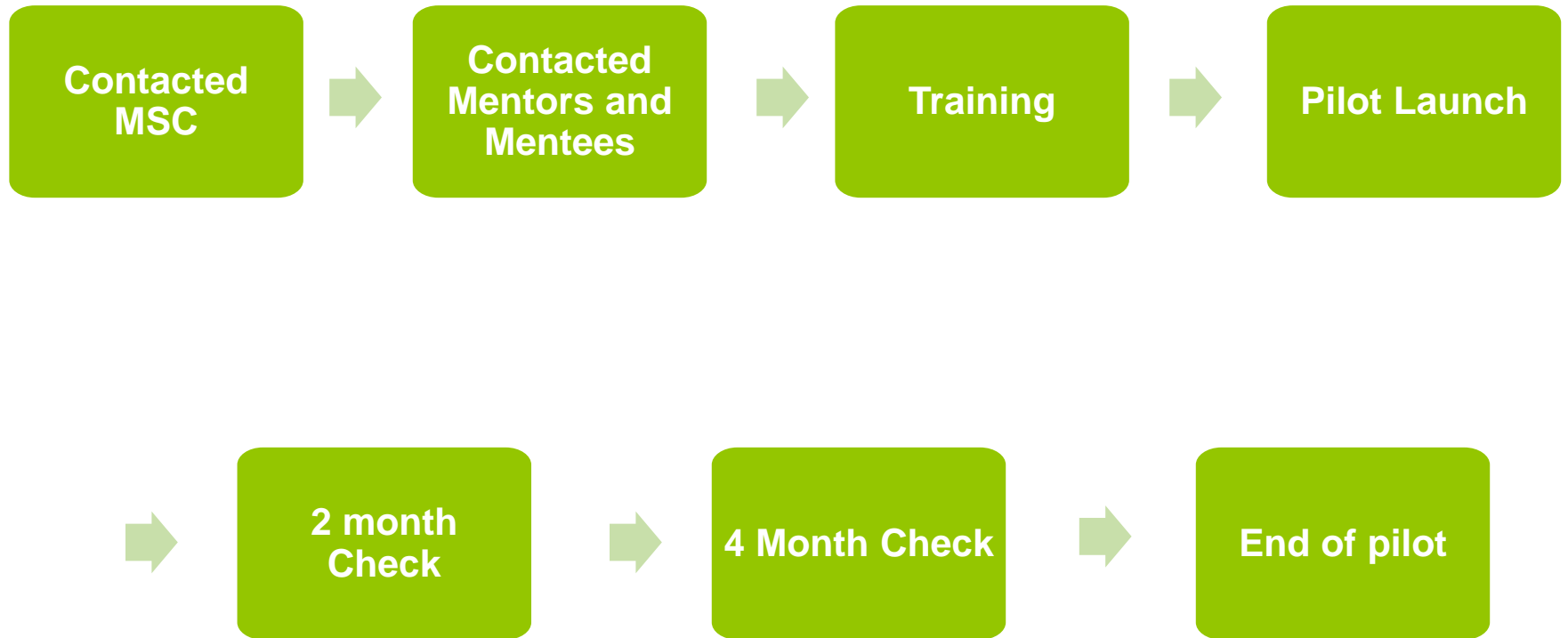
Mentor Selection Criteria

- Willingness
- Availability
- Experience
- Reputation
- Development
- Communication
- Emotional Maturity

Pairing Criteria Post Pilot

1. 5 year experience gap
2. Cross Business Lines
3. Proximity & location

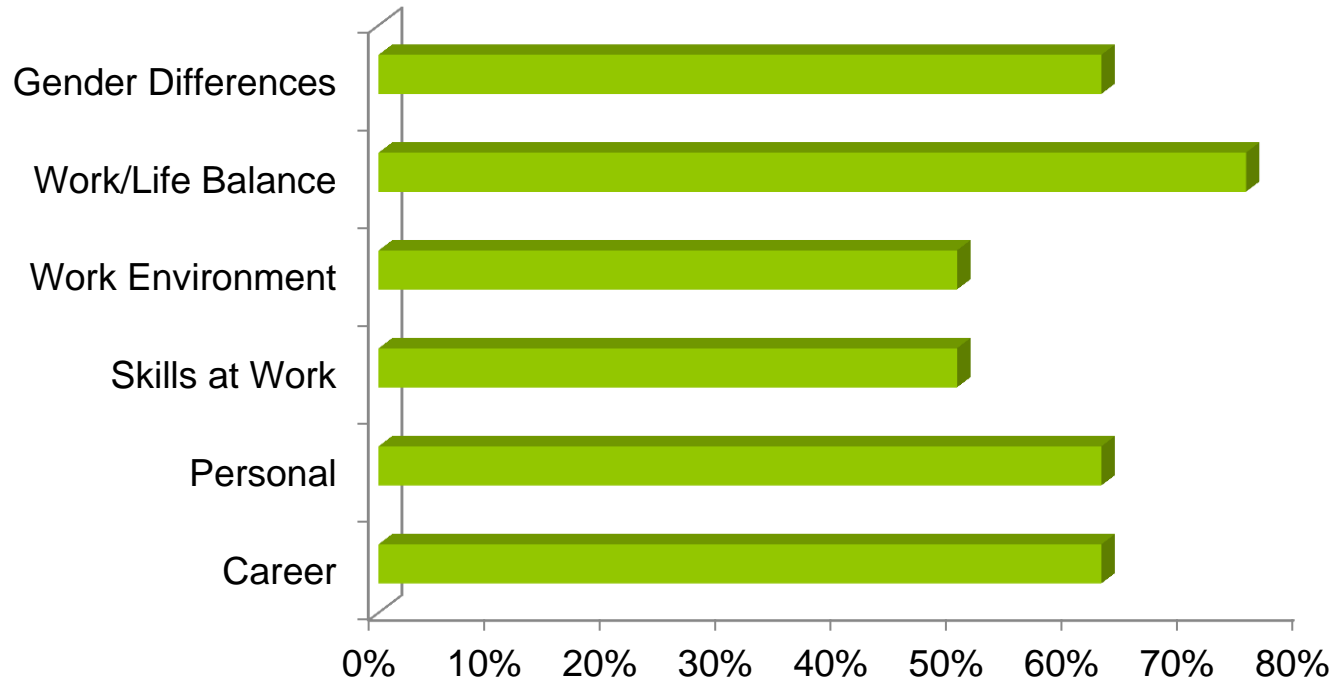
Pilot Overview



Topics Covered

Most popular topics of conversation:

- Work/Life balance
- Personal
- Gender differences



Quotes from our Mentors

- “I am very grateful to Qudwa for bringing two special ladies to my life that helped me to become a better person and gave me the chance to share my experience and wisdom with them” – Suha Behaisi
- “I think this is an excellent initiative by Qudwa, and it has a lot of potential to benefit the young generations in this great Company plan their careers, deal with politics, noise and anxiety, think carefully about their behavior, conduct and difficult situations, and reach their aspirations.”– Ali Bugaighus



Quotes from our Mentees

- “You have been an excellent friend, teacher and mentor for me. I truly appreciate and value everything I have learned from you...I really look forward to the day I can do the same for someone else” – Hind Rayes
- “I learned so much from his experience and gained a lot of insight about how to shine at work. I was also discovering myself when we started discussing *where I see myself in the future* (which is the most challenging question).” – Yasmeen Al Dossary



Plan Forward

- Launch the website – accepting applications for mentors and mentees
- We will build the mentor / mentee database
- Notify all of status
- Start meetings August 1st



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THANK YOU

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