

Introduction to the WILD Mentorship Program

WILD Mentorship Program

Objectives of the Program

- Professional Advancement/Career Development
- Job Satisfaction/Personal Fulfillment & Development
- Professional Goal Setting
- Developing Respectful Professional Relationships

Expectations of Mentors/Mentees

- One Year Commitment
- Minimum of 2 Hours Per Month Consisting of One In-person Meeting & One Telephone Meeting
- Mentor/Mentee Relationship should be Aligned Toward the Objectives of the Mentoring Program
- Confidentiality
- Broaden Professional Network

- Transparent Communication & Feedback
- Active Listening & Advice as Requested
- Individual Objective Setting
- Milestone Checks
- Mentee to Initiate All Meetings
(Telephonic & In-Person)

Optional Content of Mentor/Mentee Relationship

- Two Way Mentoring
- Compensation Negotiating Advice
- Guidance Regarding Work/Life Balance Issues
- Other Issues as Agreed between Mentor & Mentee

Criteria For Mentor

- 10 Years of Experience in Listed Derivatives Industry
- Management Experience
- Membership in WILD
- Patience & Understanding
- High Degree of Professional Integrity

Criteria for Mentee

- Three Years of Experience in Listed Derivatives Industry
- Professional Aspirations
- Membership in WILD
- High Degree of Professional Integrity

Definition of Mentor vs Sponsor

- **Mentor:** A mentor is an experienced individual inside or outside an organization who imparts his/her knowledge, expertise & professional experiences to another person known as a mentee. A mentor may provide advice and direction on career development & leadership opportunities. Mentors may also provide professional support by serving as a sounding board with respect to an individual's professional environment and work/life balance issues.
- **Sponsor:** A sponsor is an individual, typically inside an organization, who acts as an advocate for a professional within the organization who is looking to move into a higher ranking position. The sponsor advocates on behalf of the individual and makes recommendations to their network of influential colleagues to help the candidate advance.