



## Women in Open Banking Mentoring Programme

The **Women in Open Banking initiative**, in partnership with American Express, has launched its 2023 mentoring programme. This mentoring programme reflects our commitment to supporting you and your personal and professional development throughout your career.

Our 2023 mentoring programme has been designed to match experienced mentors with mentees at varying stages of their careers and provide a framework and supported environment to enable the facilitation of a successful mentoring process.

### Objective of the scheme

The primary objective behind the scheme is to provide a support mechanism to assist members to achieve their career ambitions and expand their skills and knowledge to benefit themselves and their organisation. The initiative also aims to:

- Lead the change in gender parity in Open Banking and Open Finance
- Inspire, fuel and make meaningful change in the professional growth and success for (the) under-represented (groups) in the sector
- Build a more diverse pool of role models and leaders from diverse backgrounds
- Remove barriers to entry – democratise language, encourage curiosity, focus on grass roots
- Offer insights, skills and inspiration to supercharge women’s careers in the sector
- Showcase diversity of talent and thought, and unlock creativity and innovative learning to help women realise their potential.

### Overview of the Mentoring Programme

The mentoring programme will be run from February to July 2023 as a hybrid programme, combining face-to-face and online meetings between mentors and mentees. The programme will be run over a six-month timescale, with detailed feedback and a review on completion to inform the development of future mentoring intakes.

We will invite members to register their interest in taking part in the programme, either as mentors or as mentees, by completing a simple online application form, followed by a survey, to garner what advice and guidance they can give or would like to receive.

## **Role of the Mentor**

### **Mentor (An experienced professional who will act as a trusted adviser)**

A mentor will agree to share with the mentee information about his or her own career path, provide guidance, motivation, emotional support and role modelling. He or she may help with exploring career opportunities, setting goals, developing contacts and identifying suitable learning resources. They will meet with the mentee as established by the mentoring programme structure and maintain confidentiality within the mentoring relationship. The mentor will help the mentee to establish an Individual Development Plan.

Effective mentors will have the ability and willingness to:

- 1) Develop mutual trust and respect
- 2) Value the mentee as a person
- 3) Maintain confidentiality
- 4) Listen both to what is being said and how it is being said
- 5) Help the mentee solve his or her own problem, rather than give direction
- 6) Focus on the mentee's development and resist the urge to produce a clone

## **Role of the Mentee**

**Mentee (A professional who is advised, trained, or counselled by a mentor)** A mentee will be motivated and feel empowered to plan and manage the direction of their own professional life. They will initiate the mentoring relationship and will be open to coaching, feedback and guidance by the mentor. They will meet with the mentor as established by the mentoring programme structure and maintain confidentiality within the mentoring relationship. The mentee will create an Individual Development Plan with the support of the mentor.

Choosing a mentor with the right skills and experience for you to benefit from is important. So, take some time to think about whether you want a mentor that can help with short-term challenges or longer-term career development. Or both!

## **Matching**

Getting the right match is a really important stage in running a successful mentoring programme. Matching will be done as a result of the mentor and mentee surveys. Following the matching of mentors and mentees, we will share details of the pairing to the mentor. Should they accept our selection we will then make an introduction. Mentors and mentees will then arrange an introductory video meeting to ensure there is a rapport and mutual compatibility. If, for any reason, they are not compatible, then we will attempt a new match. If we are unable to successfully match anyone, we will give them priority during the next intake for the programme.

## **Up and running**

Assuming the mentor and mentee are a good fit, the first meeting will be used to set the mentee's Individual Development Plan – what the mentees wants to achieve and establishing some steps along the way.

The mentoring arrangement will last for six months and will be based on regular meetings between the two parties. We recommend at least a one-hour meeting each month for the next six months, but each individual mentoring pair can agree their own schedule. Meetings should be supported by a meeting log to assist both parties. Once a mentoring arrangement is set up, the onus will be on the mentee to arrange meetings and keep the process flowing.

At the end of the programme the mentee will have completed their Individual Development Plan and both parties will provide feedback on their partner, and their experience of the mentoring programme. This feedback will be entirely confidential and will only be used to assess the pilot and inform the design of the full mentoring programme.

### **Extending the programme**

Where agreed between the parties, a mentee and mentor may extend their programme for a further three or six months where it is beneficial to the mentee's development and specific goals. This should be agreed early in the programme where appropriate.

### **Setting realistic expectations**

The scheme is a voluntary, consensual process which relies on the input of all the parties to make it work successfully. Setting measurable, specific and achievable goals will help both parties during the programme and improve the outcome for the mentee. We will provide you with tools to aid this process, but it requires a mutual understanding on the part of the mentee and mentor from the outset.

### **Feedback**

All participants in the Women in Open Banking Mentoring Programme will be asked to provide structured feedback at the end of the mentoring programme, but if you would like to provide additional feedback at any time, please email [member@womeninopenbanking.com](mailto:member@womeninopenbanking.com).

### **Disclaimer**

All Mentors and Mentees are asked to agree to a standard disclaimer as follows:

"I acknowledge that I understand that Open Banking Expo has no role in the Women in Open Banking Mentoring Programme other than providing a means for Women in Open Banking members to connect as mentors and mentees. I represent and warrant that I will comply with all United Kingdom laws and regulations, as well as the ethical and licensure requirements of my profession, directly or indirectly applicable to me and my participation in the Women in Open Banking Mentoring Programme and any mentoring activity that follows. I acknowledge that I have sole responsibility for the decision to engage in any mentoring activities I undertake and expressly disclaim any liability by the Open Banking Expo for any causes of action or liability related to my participation in The Women in Open Banking Mentoring Programme and/or any relationships or activities it generates, including, but not limited to improper use of data, information or other information transmitted or received."

## Complaints

Open Banking Expo has no role in the Women in Open Banking Mentoring Programme other than providing a means for Women in Open Banking members to connect as mentors and mentees; however, we accept that from time to time your experience may not be as expected. Mentors and mentees should contact [member@womeninopenbanking.com](mailto:member@womeninopenbanking.com) if any exceptional circumstances occur.

Open Banking Expo reserves the right to remove any mentor or mentee who does not exhibit the characteristics outlined in this guidance.