

# The Global Ambassadors Program

---

## *A Vital Voices & Bank of America Partnership*

### **Mentee Selection Criteria August 2014**

*Mentees will meet the following criteria:*

**All Global Ambassador Program sessions will be conducted in English and mentees must be able to converse and present in English.**

#### **LEADERSHIP**

- Demonstrate a commitment to the core principles of Vital Voices' Leadership Model. Innovative, collaborative, and driven by a clear sense of mission, mentees are deeply engaged in their communities and are committed to advancing the status of women and girls and supporting women's economic empowerment in their region.
- Demonstrate high-potential for top leadership and a desire to take on leadership roles both within and outside their companies.
- Mentees may be participating in businesswomen's associations, advocating for vulnerable populations, or contributing to thought leadership on women's empowerment through published articles or talks.

#### **PROFESSIONAL EXPERIENCE AND CAPACITY**

- Must have the capacity to take advantage of a senior business-minded executive as a mentor (i.e. must be able to develop and implement strategic plans, marketing strategy or business plans).
- Have a minimum of 10-20 years of experience in a professional setting.
- Have been working in her existing organization / business for at least 5-7 years.
- Mentee business / organization should have a minimum annual turnover / annual operating budget of at least US\$ 250,000 and a maximum annual turnover of US\$ 5 million
- Mentees can be businesswomen, entrepreneurs or social entrepreneurs.
- Applicants must have a leadership/decision-making role within their company/organization.
- Mentees are interested in shaping the community dialogue about women's advancement in their region, and wield the influence necessary to do so.

#### **MENTORING RELATIONSHIP**

- Those selected as mentees are keen to develop an open and on-going relationship with a mentor that is mutually constructive. They are open to receiving positive and constructive feedback and guidance from their mentor as well as from the overall group of mentors and mentees.
- Mentees must be able to articulate short term and long term goals and take concrete steps, with guidance from a mentor, to meet them.

- Prior to attending the Global Ambassadors Program :
  - Mentees will be requested to share their business or organization’s business / strategic plan with their mentor. If no business plan is already in place, an online webinar training session will be offered by Vital Voices prior to the start of the Program.
  - May be requested to participate in approximately 4 online webinars in preparation for the Global Ambassadors Program.
- At the cusp of excelling in their respective fields, mentees can leverage the platform and mentorship provided by the program to accelerate their success.

### **Commitment**

The program takes place over a one week period which usually runs from Monday morning through Friday evening. During this time, mentees:

- Participate in a number of 1-on-1 mentoring sessions with their matched mentors
- Co-present with their mentor a short overview of the mentee’s organization to the entire group of mentors and mentees, inviting input, feedback and discussion from the group
- May participate in a site visit and a mentoring walk
- May be invited to participate in an on-camera interview with their mentor, sharing their experiences, key takeaways, and thoughts on leadership and mentoring. The footage is used to share the stories of impact associated with the Global Ambassadors Program
- May be invited to participate as a panelist during a Public Forum, addressing an audience of approximately 120 people, analyzing women’s economic empowerment in the country or region
- May be invited to give media interviews with local, regional and national press

#### **\* Important to note :**

- We are unable to accept mentees who cannot commit to attending the full 5 days of the program starting with the welcome briefing session and ending with the final farewell dinner on the last day
- During the Global Ambassador program week, it is our expectation that each mentee will give her full attention to her mentor throughout all meetings and training sessions
- We request that mentees arrive on time for each session and attend each session in full
- We request that mentees attend to their “day job work commitments” outside of GAP training sessions and group meals

Prior to the commencement of the program, the Vital Voices team will:

- Schedule 1 or 2 conference calls with mentees to provide a more detailed overview of the program;
- Facilitate an email introduction between each mentee and her mentor; and
- Provide each mentee with a comprehensive briefing document which will contain logistical information, bios on the other mentees and Global Ambassadors who will be participating in the program, overview and landscape analysis of issues to be discussed throughout the week, and other relevant information.

*Please note that accepted participants must commit to full participation in the entire program and are expected to be prepared and engaged with staff and participants before, during and after the program.*