

Women4Metals Cross-Mentoring

Welcome to the W4M Cross-Mentoring

W4M Cross-Mentoring 2025



Cross Mentoring: What is important

Further (personnel) development

- Mentees AND mentors

Greater Understanding

- Different management levels
- Different work areas
- Especially by looking at another company (organisational development)

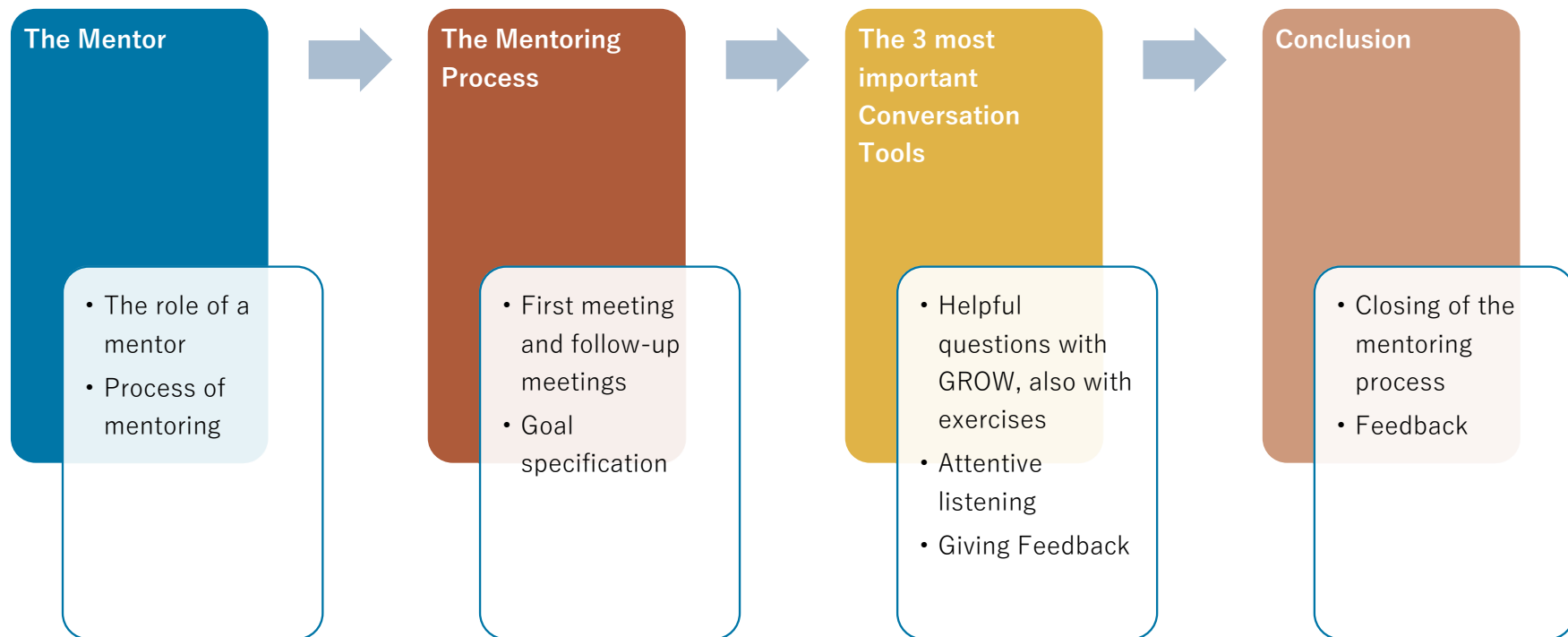
Effectiveness of mentoring programmes

- if there is a clear objective
- if all participants know their role and tasks and
- if there is suitable matching and exchange alongside the tandem work
- if there is professional support for tandems if they struggle

The work of the tandems is the centrepiece

- Requires clarity as to what mentoring is and is not and empowerment of the mentors (and mentees)

For the W4M mentors: Qualification/ Enablement Workshop



W4M Cross-Mentoring

For W4M
Members
only!

Provider = Women4Metals network

Target group = members of the W4M network.

CROSS MENTORING is a special form of mentoring in which the alliance companies work together to develop careers and expand their own networks. People are supported in their career development by a mentor from another company in the alliance.

The **relationship** between the partners is confidential, outside the hierarchy, voluntary and without authority. Experimenting, trying things out, learning and making mistakes are expressly encouraged within this protected space. Commitment, regularity and mutual respect contribute to a successful mentoring process.

Goal = to develop people in their professional goals and strengthen their skills in the process

Qualifications of the mentors

USP = Participants are brought together across companies, sectors, generations and/or genders, depending on the focus.

Conditions of participation = registration, membership

Scope/duration = next round in 2025 with 20 slots (Nov./Dez 2025 – May/June 2026) / lottery procedure, application deadline: 03.10.2025, information in September

Costs = 0,-€
Included in the membership and in the selected package

Outlook = one mentee and mentor exchange group each on experiences