



# Experience Sharing



**« MENTORING in Rte and CIGRE France WiE »**

**with WePower partners**



Oct 2020, Claire Lajoie-Mazenc

# Mentoring ?

## What ?

A personalized support  
By an experienced colleague  
For a determined time  
Organized by the company (in general HRD)  
With a frame of rules

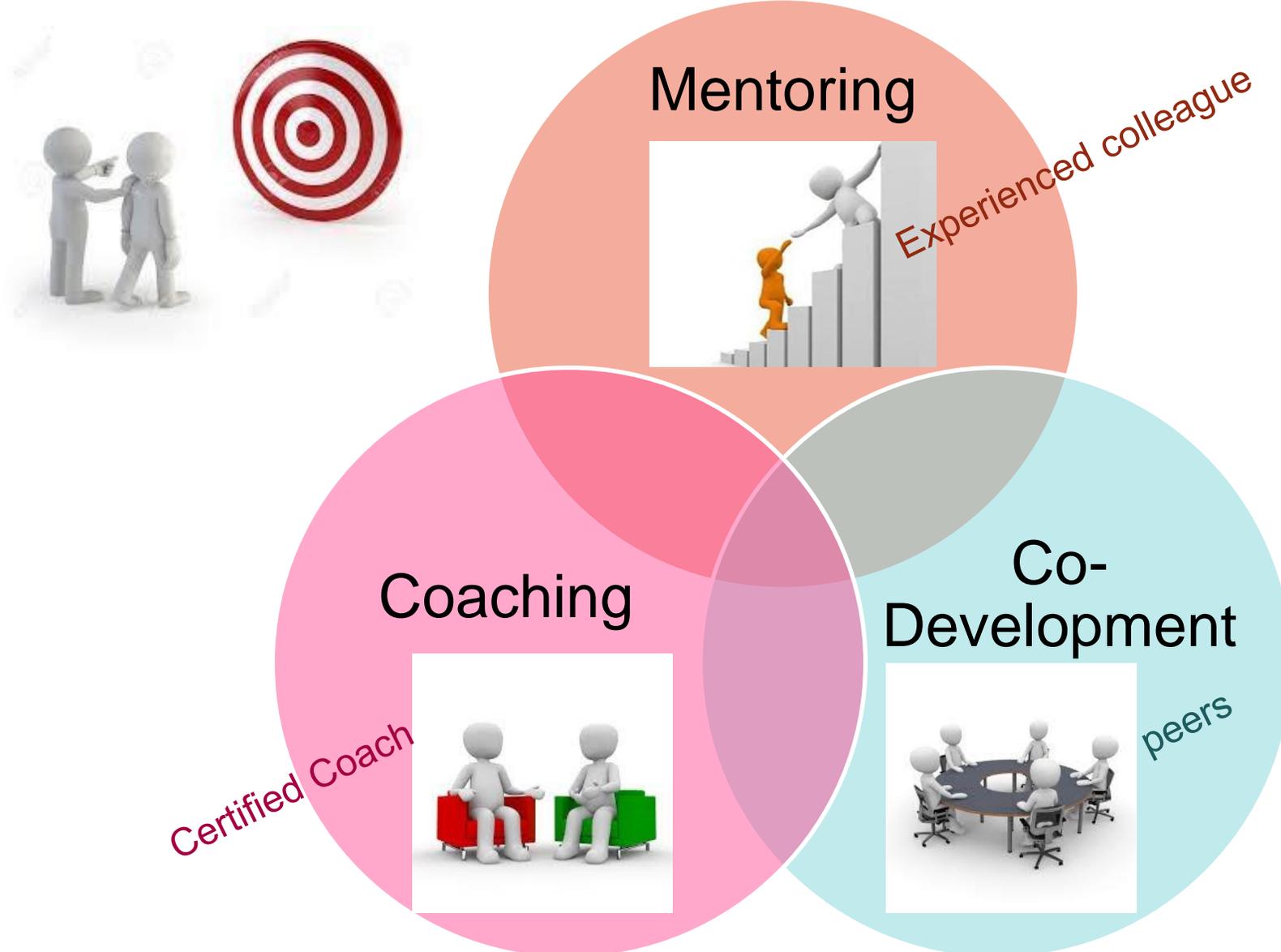
écoute  
humilité  
solidarité  
confiance  
bienveillance  
confidentialité  
disponibilité  
tolérance

## What For ?

To help getting more confidence



# Mentoring ? Coaching ? Co-Development ?



**3 different useful development tools not to be mixed up**

And are not psycho-analysis





## Rte Experience Sharing about Mentoring

### A recent and successful experience

- ✓ Initiated in 2017
- ✓ Organized by the HR Division
- ✓ Conducted in 2018-2019
- ✓ With 19 couples Mentors-Mentees, all volunteers
- ✓ A frame helping and defining basic rules
- ✓ And a large freedom field : frequency, media, topics to be covered





## Rte Experience Sharing about Mentoring



### Very good feedbacks

#### From the mentees :

- ✓ A real opportunity
- ✓ Helped to a better understanding of the Company
- ✓ A large confidence relationship
- ✓ Very useful to accelerate professionalization
- ✓ And a modern vision of the company

#### From the mentors :

- ✓ Proud to help young colleagues
- ✓ And use their experience
- ✓ To contribute to a societal challenge
- ✓ And sometime challenging
- ✓ Allows better understanding of youngers issues





# Rte Experience Sharing about Mentoring



## Conclusion of the experience

Win / Win / Win / Win method :

- ✓ For the Mentees : accelerate professionalization in a confident relationship
- ✓ For the Mentors : feel-good relationship and contribution to the company change
- ✓ For the HR Division : an efficient, additional and rather cheap method
- ✓ For Rte : better managers and better understanding between younger and experienced staff ; creation of useful business networks and **enhance visibility of female managers**

**Is to be organised again**



# Experience Sharing about Mentoring within CIGRE WiE



**A survey conducted amongs CIGRE France WiE partners**



**5 Companies answered**



**Motivations ?**

**Methods ?**

**Lessons learned ?**



# Experience Sharing about Mentoring within CIGRE WiE



**Why ?** Skill development – having more women in higher positions



**For Who ?** Very variable – often reserved to potential assessed



**How ?** A frame defined by the HRD and a lot of freedom



**From when ?** Rather recent (1 to 3 years) up to 15



**Duration ?** Always limited – in general 6 to 18 months



# Experience Sharing about Mentoring within CIGRE France WiE



**Always a very positive feedback from the 5 companies involved**

## **Main lessons learned :**

- ✓ *relationship very important,*
- ✓ *at least some in-person meetings useful*
- ✓ *the best the goals defined, the best the result*

