



**Inspiration**



**Doreen Bogdan-Martin**

Director of the ITU  
Telecommunication Development Bureau

*“BDT’s Network of Women aims at building a community to support female delegates, helping them expand their networks and providing a platform for them to share their experiences, expertise and knowledge with other professional women.”*

*“Mentorship opportunities offered through the Network will also support and encourage younger women to step up to increasingly senior leadership roles at major ITU conferences and meetings of the Union’s governing bodies.”*

For questions, comments or suggestions please contact:

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**Dr. Veena Rawat**

Senior Spectrum Advisor, GSMA,  
Order of Canada, chair WRC 2003

*“From my perspective, I have seen some actual results; my mentees ... feel so much more confident and they have actually started to take on leadership roles whether it is at national level, regional level or ITU level.”*

*“It would be good to get this impact and talk about it. Then more first timers will come and say: this is a real program which is making an impact.”*

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# Network of Women (NoW) for WTDC

A forum for networking,  
knowledge sharing & mentoring

## Mentorship programme guide



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# Network of Women for WTDC

## Mentorship Programme



### About the network

The [Network of Women](#) for the World Telecommunication Development Conference (NoW4WTDC) initiative aims at building capacity for the World Telecommunication Development Conference (WTDC) process and encouraging active participation of women as delegates, chairs, vice-chairs, among other leadership roles in the conference structures and ITU-D in general. The mentorship programme is open to women participating in all events in preparation for WTDC.



### Matching process

- Collection of preferences via an online survey available on [NOW4WTDC](#) website;
- Match mentors and mentees in pairs;
- Mentor and Mentee share goals, experiences, and aspirations;
- Mentor guides the mentee.



### Tips for mentorship

- Begin with a one-to-one ice-break meeting at the earliest opportunity;
- Build trust and mutual respect by sharing experiences;
- Share goals, mutual expectations and understanding of the mentorship programme;
- Plan next steps in the mentorship process;
- Meet regularly at mutually agreeable intervals;
- Begin your mentorship programme at the earliest opportunity.



### Target participants

Any female delegate willing to be a mentor or mentee in the mentorship programme.



### Reminders

To Mentees:

- Take the initiative to meet your mentor;
- Take advantage of the mentorship at the earliest opportunity.

To Mentors:

- Create inspiration for your mentee;
- Help navigate the mentee to have a wonderful mentorship experience.



### Basic principles

**Informal format:** This mentorship programme is an informal interpersonal mentorship across ITU-D members. It is independent from any other mentorship within or outside ITU.

**Trust and Confidentiality:** All exchanges between participants in this mentorship programme are confidential. The relationship is based on trust and mutual respect.

**Time:** The duration of mentorship arrangement should be agreed between mentor and mentee.



### Objectives

The mentorship programme aims to:

- Foster interdisciplinary cooperation and teamwork in preparation for the [WTDC](#);
- Expand the professional networks;
- Facilitate sharing of knowledge and skills;
- Encourage learning from experiences.



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