

# Group Program

## Goals and Guidelines



This document summarizes the SelectUSA Global Women in Tech (SGWIT) Mentorship Network program goals and offers guidelines to help mentees and mentors in the **group program** develop their roles and goals for the program. It is meant to assist with co-creating your mentorship relationships, which will be tailored to meet the needs and preferences of you and your pod.

The contents of this document outline goals and guidelines for both the mentor and mentee to consider as part of the Select Global Women in Tech Mentorship Network. This document is a resource to consider as you establish your norms and goals.

### Select Global Women in Tech Program Goals

The Select Global Women in Tech Mentorship Network supports international women tech entrepreneurs and executives in overcoming the challenges they face in scaling, promoting, fundraising, and establishing their businesses in the United States through the mentorship relationship, an exclusive mentorship platform, educational content, SelectUSA data and counseling services, and events and networking opportunities, including but not limited to the annual SelectUSA Investment Summit.

Over the course of this yearlong program, participants in the group mentoring program **connect as needed**. The SelectUSA program team will be assigning groups utilizing the *Together* platform's matching algorithm to make recommendations based on the registration questionnaire on the platform, which asks questions to assist in finding a good fit.

### Group Mentoring Program Structure

Your first step should be to establish a communication channel with your groupmates so you can connect. The group mentoring program has **no fixed meeting commitment**.

Once your group assignment has been made, the *Together* platform will invite you to create an email thread, and the SGWIT team will also assist in ensuring everyone is connected.

The *Together* platform organizes your program into “sessions,” with pre-filled agenda topics for your consideration. It also has a feature to allow mentees to submit topics on which they are seeking support in advance of these “sessions.” Check out [this help article](#) to see more about how this process works!

By default, we have set the group program to include 4 “session agendas” to pose topics you may like to connect with your group on. Since there’s **no meeting commitment**, you and your group can decide if you want to meet virtually, create some discussion over email or whatever other communication channel you all choose to connect on, or let these “session agendas” flow without any action.

### Mentee/Mentor Goals and Guidelines to Consider

Consider the following questions when determining goals and guidelines for your mentorship relationship:

- What is the preferred channel of communication?
- What topics or challenges do mentees hope to seek support on from mentors in the pod?
- Are there shared goals the mentees in the pod have for the mentorship program?

- How can mentees in the pod support one another's goals?
- What progress do the mentees hope to make against their goals over the course of the year?
- What specific tasks does each mentee hope to accomplish, and by what key dates?
- How will mentees track progress toward goals and objectives?
- What will each mentee need to determine that the relationship is succeeding?
- How do mentors in the pod balance their expertise? Are there areas of overlap? Gaps?
  - If there are areas of expertise the mentors in the pod feel they may be lacking, we encourage you to extend your mentor network to other mentors in the SGWIT program, and lean on one another to offer support!
- We encourage mentors in the pods to set clear boundaries about how often they can engage with the group, so expectations are clear!

*Together* has resources available to support the development of goals and offer recommendations for how to maximize your mentorship experience. Check the **SGWIT Handbook** for a list of the available resources.

### Sample Mentee and Mentor Roles

Each pod will be unique, but the roles described below are a sample to help you determine the parameters you and your pod agree to.

#### Mentees...

- Seek guidance with specific topics, plans, etc. if facing specific barriers or challenges related to achieving the agreed-upon goals.
- Develop base SMART (strategic, measurable, attainable, relevant, and time-bound) goals to work on to support U.S. business expansion and professional development.
- Determine concrete steps and timeline for U.S. market entry, with specific items hoped to be achieved by the conclusion of the program.
- Proactively work towards agreed-upon goals and objectives.

#### Mentors ...

- Provide advice, guidance, support and feedback in refining mentee goals.
- Draw from expertise in [industry, investment topic, or other field] to assist mentees with U.S. expansion strategy.
- Provide a listening and supportive role.
- Connect the mentees to helpful resources and contacts (if desired).
- Support the mentees in leadership and management development.