

WOMEN Unlimited Inc UNDP/RBAS Mentoring Programme
Chat from 1 April session

From Rosina Racioppi to Everyone: 09:09 AM

Hello Ladies

From Sujala.Pant to Everyone: 09:09 AM

Hi. I am sorry but I will have to leave in one hour due to another meeting.

From Jihene Touil to Everyone: 09:14 AM

Hi everyone I've just joined could not make it to the previous call :(

From Danakhan Malhas to Everyone: 09:31 AM

food for thought: shouldn't we define what a leader is before going into leadership styles?

From Leanne to Everyone: 09:34 AM

I have not yet reached out to my mentor. But she is a woman that has a very high position in the UN system. So I want to be as productive as possible (and organized) and am struggling a bit about how to do that. I have yet to put together my plan and want to have that done as a guide but am also struggling to have time to do that. How would you suggest organizing the first email to the mentors?

From Hanan to Everyone: 09:35 AM

can a person without the technical background lead a team successfully?

From Rosina Racioppi to Everyone: 09:35 AM

No worries Leanne. Our focus today will be to provide more guidance and insight that will prepare you for that discussion and approach

From Nadia Alawamleh to Everyone: 09:36 AM

leader is someone who creates leaders and is able to inject the passion within his team

From Nadia Alawamleh to Everyone: 09:37 AM

no need to be fully technical to be a leader

From Nadia Hamid to Everyone: 09:38 AM

is someone who is confident and ensure comfort zone among the team

From Arwa Humaid to Everyone: 09:38 AM

a leader is a person that is able to delegate, support, coach, and direct his/her staff

From amal.nadim to Everyone: 09:39 AM

a leader is a person who motivate others

From Nadia Alawamleh to Everyone: 09:40 AM

many people are very qualified at the technical level but are not able to lead

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From Maria Herrera to Everyone: 09:40 AM

a leader is a person who inspires certain type of action and a leader is legit about following this path... but.. how to become one? specially in an organization like UN

From hala.rizk to Everyone: 09:42 AM

leader is a person who can identify strength of people and put it in the right way to achieve results

From Nora Ellafi to Everyone: 09:43 AM

I always read about leadership, but non explained truly what makes a leader? what are the tools one can use to help with enhancing their skills to be leaders???

From Fatima to Everyone: 09:44 AM

on the same line... how to become a leader when you find a team resistant to change because they have been doing things in a particular way for long time..

From Danakhan Malhas to Everyone: 09:44 AM

epiphanic moment!! thanks Rosina spot on!

From Deena to Everyone: 09:46 AM

@Hanan I think a leader needs to have leadership skills more than technical ones; being strategic, good communicator and aware of their entity's goals and priorities, charismatic, great at building partnerships and resource mobilization ...etc.

From Maria Herrera to Everyone: 09:48 AM

yes

From Nadia Hamid to Everyone: 09:52 AM

Yes, I think people management competency is so important here and needs to integrate with other related

From Nancy to Everyone: 10:11 AM

I personally prefer as a group

From Danakhan Malhas to Everyone: 10:11 AM

fine with both

From Jihene Touil to Everyone: 10:11 AM

As you like we can go to the team and get back and share

From rania.elazem to Everyone: 10:11 AM

I prefer group

From Hanan to Everyone: 10:11 AM

Group

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From amal.nadim to Everyone: 10:11 AM

group

From Nadia Hamid to Everyone: 10:11 AM

group

From Jihene Touil to Everyone: 10:11 AM

ok

From Nora Ellafi to Everyone: 10:18 AM

I got discounted, having a very bad internet connection today

From Elina.Silen to Everyone: 10:24 AM

Hello - following up on yesterday's feedback, it would be good if more time is allocated for breakouts.
Thanks!

From Arwa Humaid to Everyone: 10:28 AM

yes we want to know 😊

From Hanan to Everyone: 10:29 AM

They take us for granted sometimes

From Nancy to Everyone: 10:30 AM

oh that's me! :)

From Arwa Humaid to Everyone: 10:30 AM

@nadia alawamleh you are one of the best leaders I have met 😊

From Nadia Alawamleh to Everyone: 10:31 AM

thanks Arwa love you

From hala.rizk to Everyone: 10:31 AM

great this is what we are looking for to be tougher

From Amy to Everyone: 10:41 AM

CHAT Your Answers

From Elina.Silen to Everyone: 10:41 AM

Most look forward: Fresh perspectives. Key areas to explore: visibility around my work, Concerns I have:
limited insights on work-life-balance as a woman from male mentor

From Arwa Humaid to Everyone: 10:41 AM

I would share with her my 360 results and focus more on the lowest skills

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From Nadia Hamid to Everyone: 10:42 AM

we are looking forward to hear more success stories on leadership

From leanne to Everyone: 10:42 AM

Most looking forward to: Having a different perspective from a woman who has a variety of experiences within a variety of organizations. Key topics: leadership, how to balance work/life, how to keep perspective. Concerns: She will not have time.

From Nour Masri to Everyone: 10:42 AM

In short: setting standards for accountability to drive results and strategic partnership building

From Hanan to Everyone: 10:42 AM

I will discuss my weaknesses as per 360 with her. See how it make a life work balance for a mother and a leader

From Danakhan Malhas to Everyone: 10:42 AM

- 1- I'm forward for some perspective
- 2- my areas of opportunity and focus (based on 360 report)
- 3- my only concern is my mentor is a previous supervisor (which is a good and a bad thing I guess) concern with regards to level of comfort as opposed to talking to someone who doesn't know me

From Nadia Hamid to Everyone: 10:43 AM

to share experiences and help make connection

From Arwa Humaid to Everyone: 10:43 AM

would love to meet her in person 😊

From Jihene Touil to Everyone: 10:43 AM

- Looking forward for advice and pragmatic experience; I introduced myself and shared by 360° but still did not receive feedback. I want to exchange on people management and self branding; I am concerned with time to exchange in this crisis ..

From Nora Ellafi to Everyone: 10:43 AM

I am planning to share my IDP and discuss it further at our first mentor meeting we have set up a date and I'm looking forth to it

From Nour Masri to Everyone: 10:44 AM

Concern: She's a gender team leader and this is not an issue that I face/faced...

From Nora Ellafi to Everyone: 10:45 AM

I am planning to share my IDP and discuss it further at our first mentor meeting, we had set up a date and I'm looking forward for it

From Hanan.AbuBaker to Everyone: 10:45 AM

My mentor is very interested he reply next day, I sent email and I would share my CV and result of 360 and listen very well to his guidance and experience in leadership

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From irene.obwora to Everyone: 10:45 AM

am looking forward to gaining skills on how to find a balance between people management and delivery without finding myself in between decisions. I will raise some questions in regard to my 360 feedback. I am concerned the extent to which I can be open given that some mentors are UNDP staff.

From Nadia Hamid to Everyone: 10:45 AM

the concern that I may have is how to manage ambiguity and continue to be resilient

From Deena to Everyone: 10:45 AM

I'm slightly worried that we might not click or bond over mutual issues/concerns ...etc.

From Nancy to Everyone: 10:46 AM

designing and trying out new approaches

From Elina.Silen to Everyone: 10:47 AM

This article is a great resource to look at with regards to building a good relationship with your mentor:
<https://twitter.com/harvardbiz/status/1244520314089897984?s=12>

From Nadia Hamid to Everyone: 10:47 AM

to share success on how we balance work and personal live // being woman in Arabs states.

From hala.rizk to Everyone: 10:48 AM

to what extend the mentors were aware about our profiles and have an option to select in order to provide needed support and give enough time for us

From Danakhan Malhas to Everyone: 10:49 AM

question: were the mentors picked based on our 360 report results?

From Arwa Humaid to Everyone: 10:49 AM

on what basis we and our mentors were matched?

From Nour Masri to Everyone: 10:49 AM

I met my husband on a blind date... lol can't be bad

From Deena to Everyone: 10:50 AM

yes, I echo Arwa's question; how were we matched with our mentors?

From Amy to Everyone: 10:50 AM

too funny, Nour! We will share the matching process

From mais.al-atiat to Everyone: 10:54 AM

can you say this again, why we get stuck in the pipeline?

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From Arwa Humaid to Everyone: 11:00 AM

To what extent they are ready to support and committed to support us?? bcz most of them are high level seniors

From Nancy to Everyone: 11:01 AM

yes is there a number of agreed upon meeting per month for example?

From Arwa Humaid to Everyone: 11:01 AM

and am sure they have tight daily schedule

From Nour Masri to Everyone: 11:01 AM

interesting

From Maria Herrera to Everyone: 11:03 AM

just to be clear .. our mentors didn't have the chance to select us? know what about us? just the application? can we propose to meet lets say twice a month or something?

From Hanan.AbuBaker to Everyone: 11:03 AM

shall we have one mentor only over programme period or we can contact more than mentors to benefit from different expereince

From Jihene Touil to Everyone: 11:04 AM

we are in different context after COVID are they committing the same even now?

From Danakhan Malhas to Everyone: 11:05 AM

I am fine with it!

From mais.al-atiat to Everyone: 11:05 AM

how often we can meet them? I know they are busy but can we for example meet them monthly or weekly?

From Nancy to Everyone: 11:06 AM

is there a minimum recommended number? especially if it were agreed with them it is good to know

From Nadia Hamid to Everyone: 11:07 AM

we need to sign agreement/contract with the mentor, please any direction or advise on this.

From Maria Herrera to Everyone: 11:10 AM

could my mentor be mentoring someone else in this program?

From Nadia Hamid to Everyone: 11:15 AM

agree to start high level//informal introduction for example

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From Nadia Alawamleh to Everyone: 11:20 AM

it would be great to know from all mentors how they benefited from this programme at the end and this will help us in getting feedback from all

From Maria Herrera to Everyone: 11:21 AM

so .. they don't know anything about us?

From Rosina Racioppi to Everyone: 11:21 AM

Correct Maria - just who you are. No details were shared

From Maria Herrera to Everyone: 11:23 AM

kindly clarify .. I understood that hard copies of journals were sent to out duty stations? what to do if we cannot go back to the duty station as per the covid19. thanks!

From Danakhan Malhas to Everyone: 11:23 AM

we were told yesterday that the journals were not sent out!

From Maria Herrera to Everyone: 11:24 AM

can you help us before this mentor meeting to be more clear on our DV goals? beyond what the peer team can help?

From Rosina Racioppi to Everyone: 11:24 AM

Our plan was to send the journals to you but that was before everyone worked from home. That is why we sent you the journal electronically

From Maria Herrera to Everyone: 11:27 AM

thanks Rosina !

From Danakhan Malhas to Everyone: 11:29 AM

where can I find the soft copy of the journal? is it on the resource page, because I can't find it in my emails!

From Rosina Racioppi to Everyone: 11:29 AM

it is on the resource page

From Sharyn to Everyone: 11:30 AM

I will resend to everyone electronically today

From Nour Masri to Everyone: 11:31 AM

to which extent is the manager supposed to be involved in the process vs peer team vs mentor?

From Elina.Silen to Everyone: 11:36 AM

Stay safe and sane during COVID-19

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From Nancy to Everyone: 11:36 AM

have a clearer IDP

From Arwa Humaid to Everyone: 11:36 AM

set what I want to do and how I will do it with my mentor

From Rosina Racioppi to Everyone: 11:37 AM

It was lovely spending time with all of you. Stay safe and take time for you!

From Nadia Hamid to Everyone: 11:37 AM

thanks a lot dear Rosina and Amy for such amazing and enriching session!!! I have learned quiet a lot. today thanks a bunch dears... despite my unstable internet connections, still quiet inspiring learning!

From mais.al-atiat to Everyone: 11:38 AM

I would suggest to have a meeting with my peer team to prepare together and share thoughts before we meet our mentors. As a leader, this is also a challenging time to keep my time together so I am making extra efforts to make sure that they are staying safe and sane as well. I've already engaged with my mentor on this as well and he gave me some great pointers on that

From amal.nadim to Everyone: 11:38 AM

finalize my IDP and prepare a plan to engage the first official meeting with my mentor, continue exchange with peer team