Million Women Mentors

A STEMconnector Network

Million Women Mentor Turkey

A Blueprint

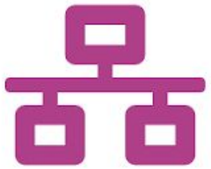
For Digital Mentoring

Network For Change

Goals

Activate companies and change agents

By providing an umbrella for mentorship programs targeting female high school, university students and young professionals.



Convene leading STEM mentoring program

across Turkey to raise awareness to the amazing work of our stakeholders

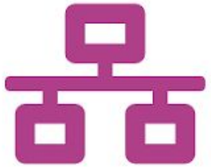
Curate 1,000,000 mentoring relationships

To support women and girls in STEM careers over the next 10 years

Our Operating Model

Partners & Ecosystem:

Localise & Co-Create



Founding Circle Supporters:

Fund & Co-Create

Operating Partner:

Operate, Scale & Co-Create

Our Operating Model

Partners & Ecosystem:

Localise & Co-Create

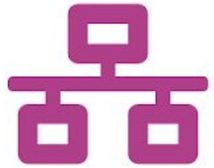
Partners localised the program and designed the delivery system:

- **Localised** content and program rollout documentation.
- **Designed** a sustainable funding and operating system that builds on existing platforms and networks. We knew few companies have ongoing mentoring programs and therefore built a digital, free mentoring service with solid support for participating program managers.

Co-creation & open communication:

- Bi-weekly ecosystem meetings; bi-monthly after 9 months.
- Weekly program informational meetings
- Monthly mentoring trainings
- Regular partner organization meetings
- Bi-monthly founding partner meetings

Our Operating Model



Founding Circle Supporters:

Fund & Co-Create

Five founding circle partners fund the program.

- It is **FREE** for any company or organization to participate in the program.

We have curated amazing founding circle partners with different strengths to co-create

Program Partners

Founding Circle Supporters

AKBANK

azelis

Beba foundation

DFDS

ENERJİSA Energy of Turkey

getir

Logo

PEPSICO

Petrol Ofisi

Unilever

Technology Partner

TURKCELL

Our Operating Model

Operating Partner: TurkishWIN

Operate, Scale & Co-Create

TurkishWIN's mission is to help women build careers they love with the following ongoing programs:

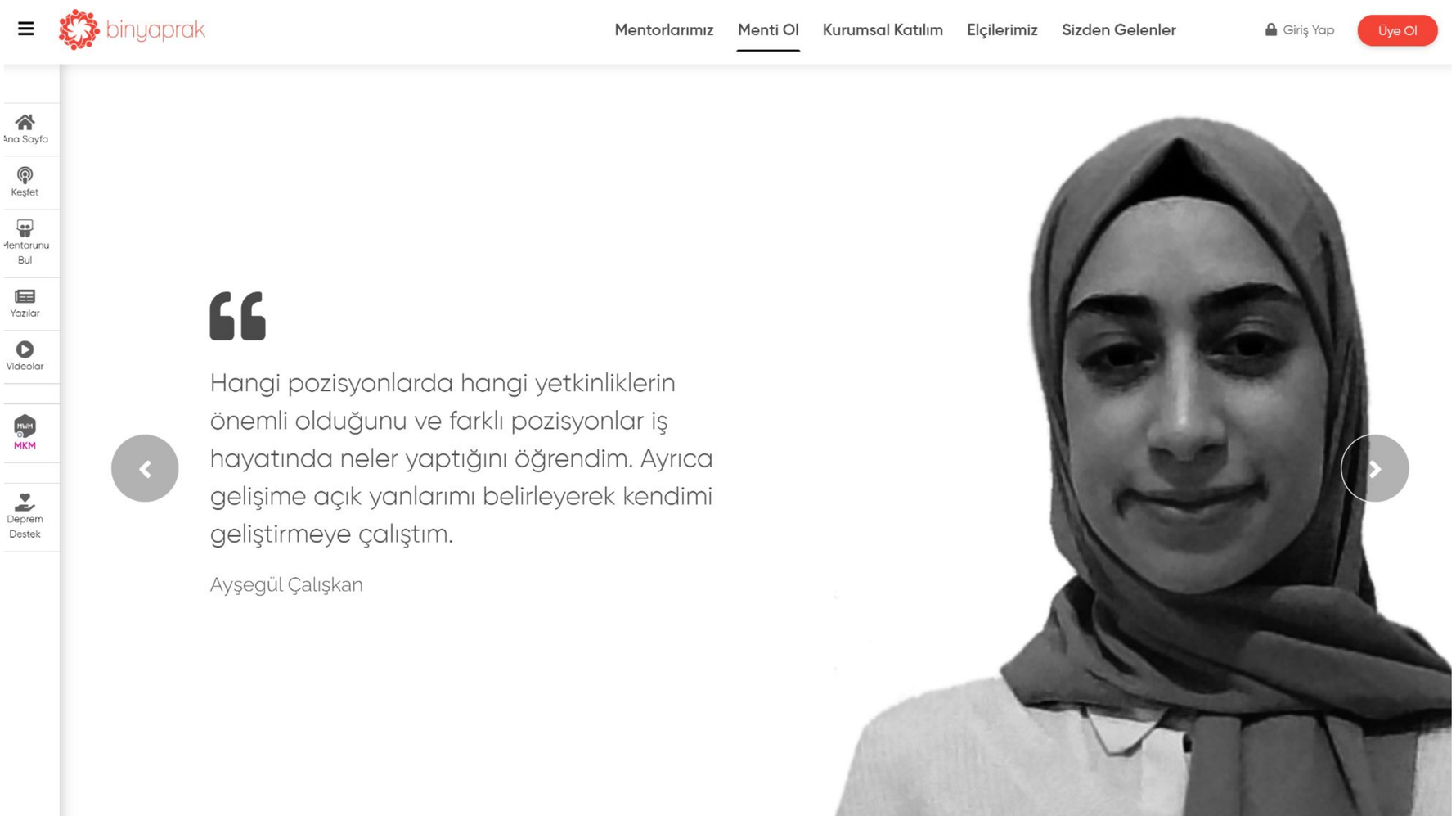
- Digital giveback platform with 21K members, over 1K role model videos, career tips and a social networking platform (BinYaprak).
- A digital mentoring platform with dynamic capabilities was operational. Subject expert in building mentoring networks for the EBRD and NGOs that support women.
- 10 year old ecosystem builder with an established DEI and STEM network.
- Ongoing STEAMWIN program that connects university students with role models.

Million Women Mentors movement amplifies the impact and reach of TurkishWIN's mission and reason for existence.

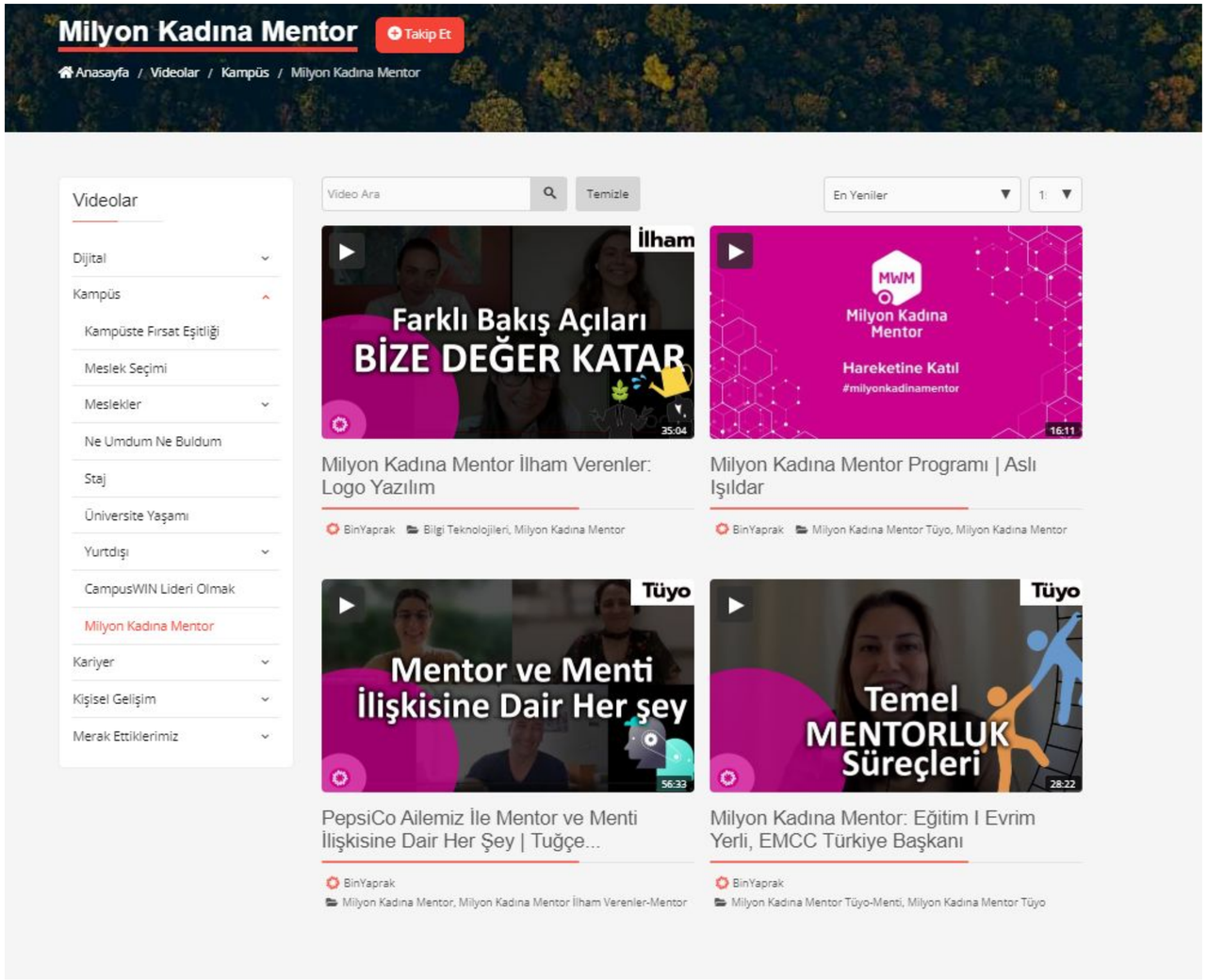
Milyon Kadına Mentor

The social, Learning Platform

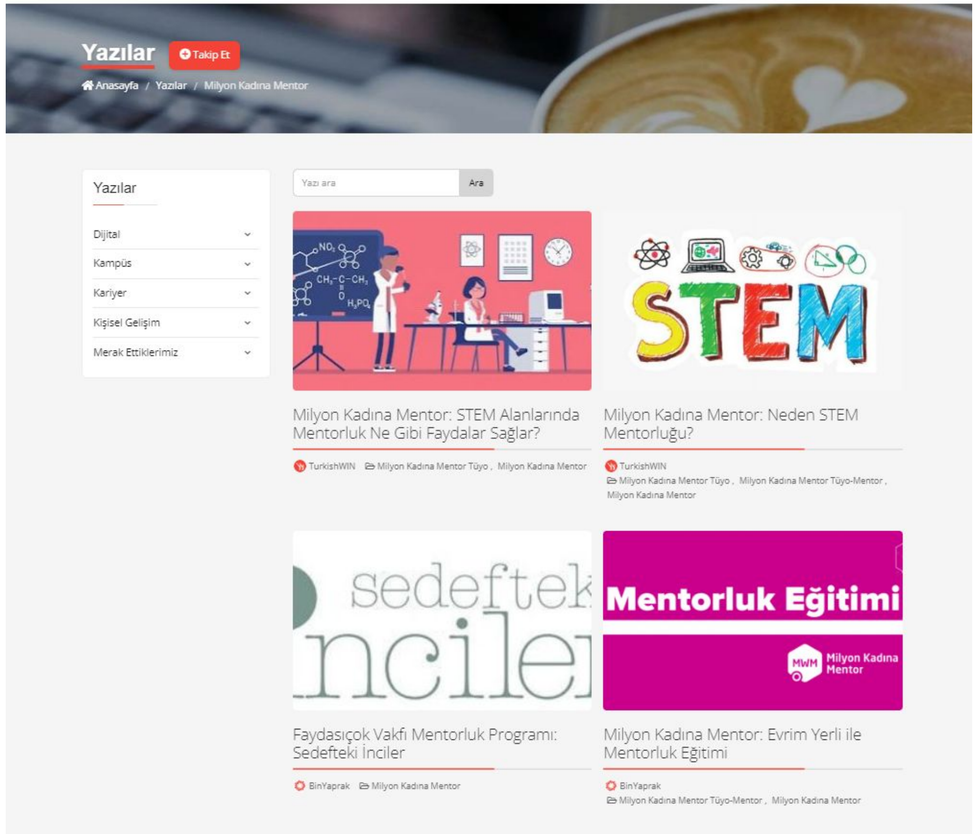
Our Program Website



Million Women Mentor Turkey's Digital Social Platform

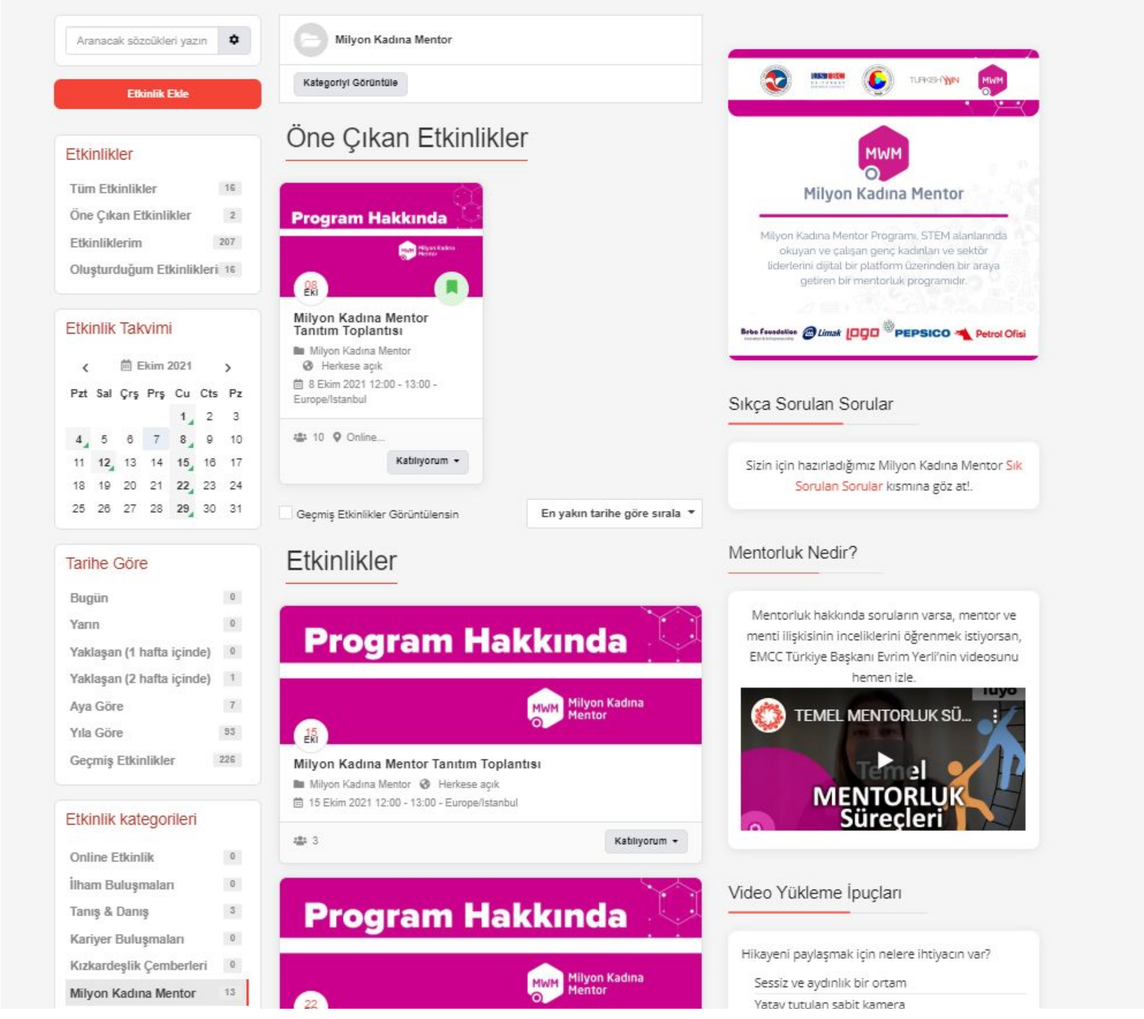


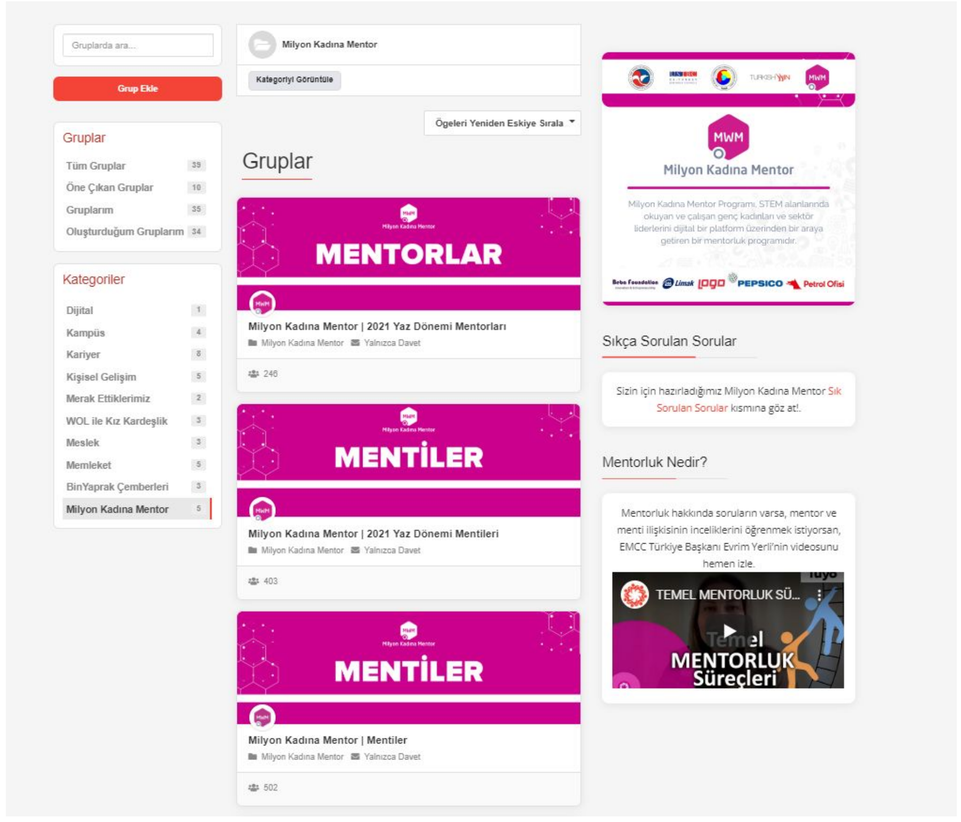
Social learning platform with role model videos, free training tips, mentoring and program tips



Million Women Mentor Turkey’s Digital Social Platform

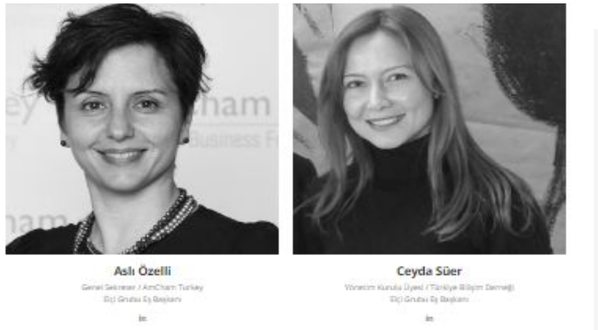
Social learning platform with dedicated events, groups, messaging and networking opportunities.





Ambassador Program

Our Ambassadors evangelise the program by reaching out to their network to recruit mentoring pledges and mentoring teams and support our general outreach efforts.



Milyon Kadına Mentor

The Mentoring Experience

Million Women Mentor Movement's Mentors Are Growing Every Day

890+

Eşleşme Sınırı Dolu

Gizem Çakır Aslan

DOW Türkiye

Senior Sales Specialist

İstanbul

ARGE'de Kariyer *İlk İş Deneyimi* *Kariyer Hedefleri* *Meslek Seçimi* *Yönetici Olmak*

Başvur | Mentor Profilini Gör

Eşleşmeye Açık

Numan Mazlum

Turkcell

Analist

İstanbul

ARGE'de Kariyer *Kariyer Hedefleri* *Meslek Seçimi*

Başvur | Mentor Profilini Gör

Eşleşme Sınırı Dolu

Aybala Cihan Sultan Tut

CISCO Systems Turkey

Pre-Sales Engineering Leader (Teknik Satista Lider)

Türkiye Dışı

Global Kariyerler *İlk İş Deneyimi* *Kariyer Hedefleri* *Meslek Seçimi* *Yönetici Olmak*

Başvur | Mentor Profilini Gör

Eşleşmeye Açık

Ceyda Atak Atak

Turkcell

Senior Expert Data Analytics Developer

İstanbul

ARGE'de Kariyer *İlk İş Deneyimi* *Kariyer Hedefleri* *Meslek Seçimi*

Başvur | Mentor Profilini Gör

Eşleşmeye Açık

Gökhan Göknil

DOW Türkiye

Müşteri Yöneticisi

İstanbul

Global Kariyerler *İlk İş Deneyimi* *Kariyer Hedefleri* *Yönetici Olmak*

Başvur | Mentor Profilini Gör

Eşleşmeye Açık

MERVE YALÇIN AYDIN

Turkcell

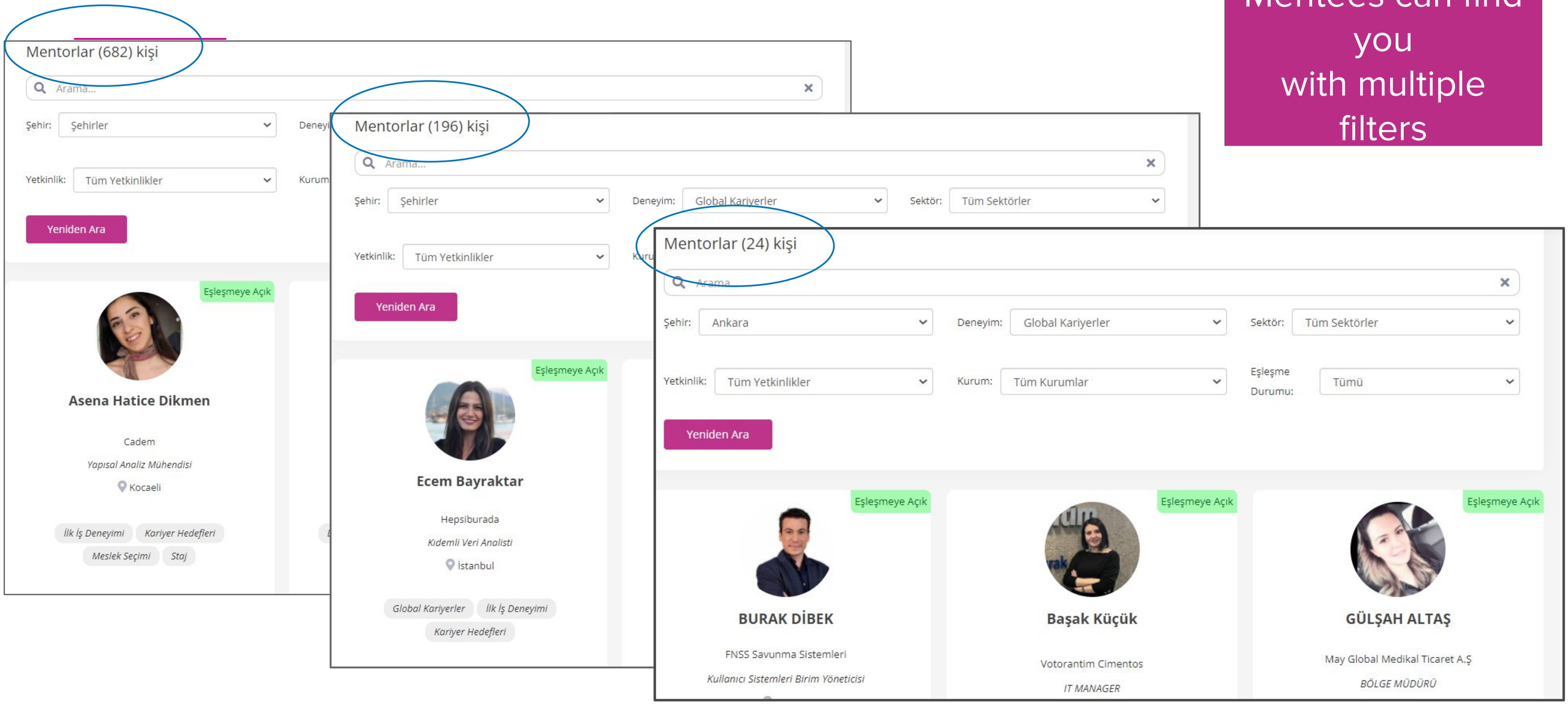
Expert Network Systems & Data Engineer

İstanbul

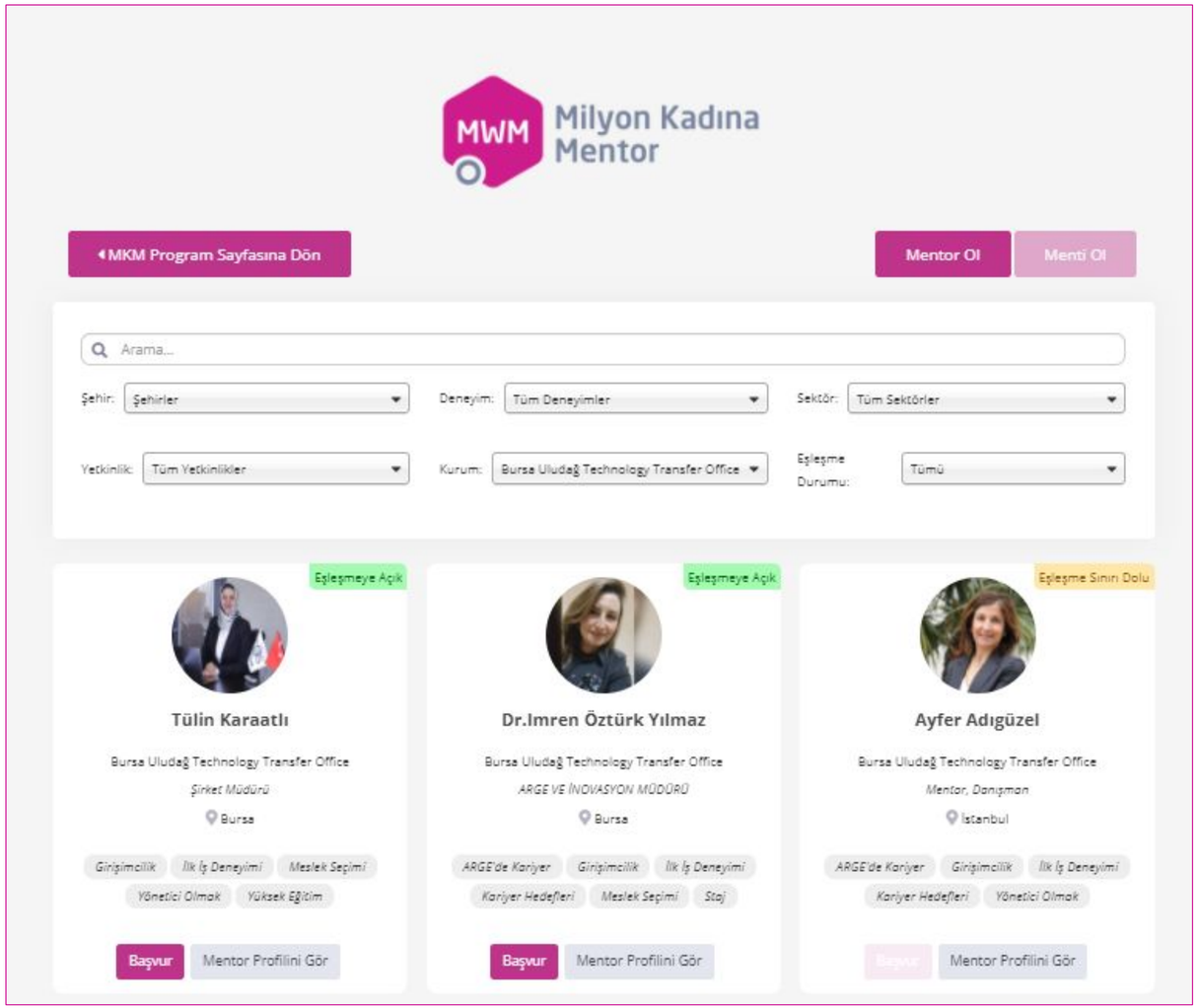
İlk İş Deneyimi *Kariyer Hedefleri* *Meslek Seçimi*

Başvur | Mentor Profilini Gör

Mentees can find you with multiple filters



Mentor-Mentee Matching

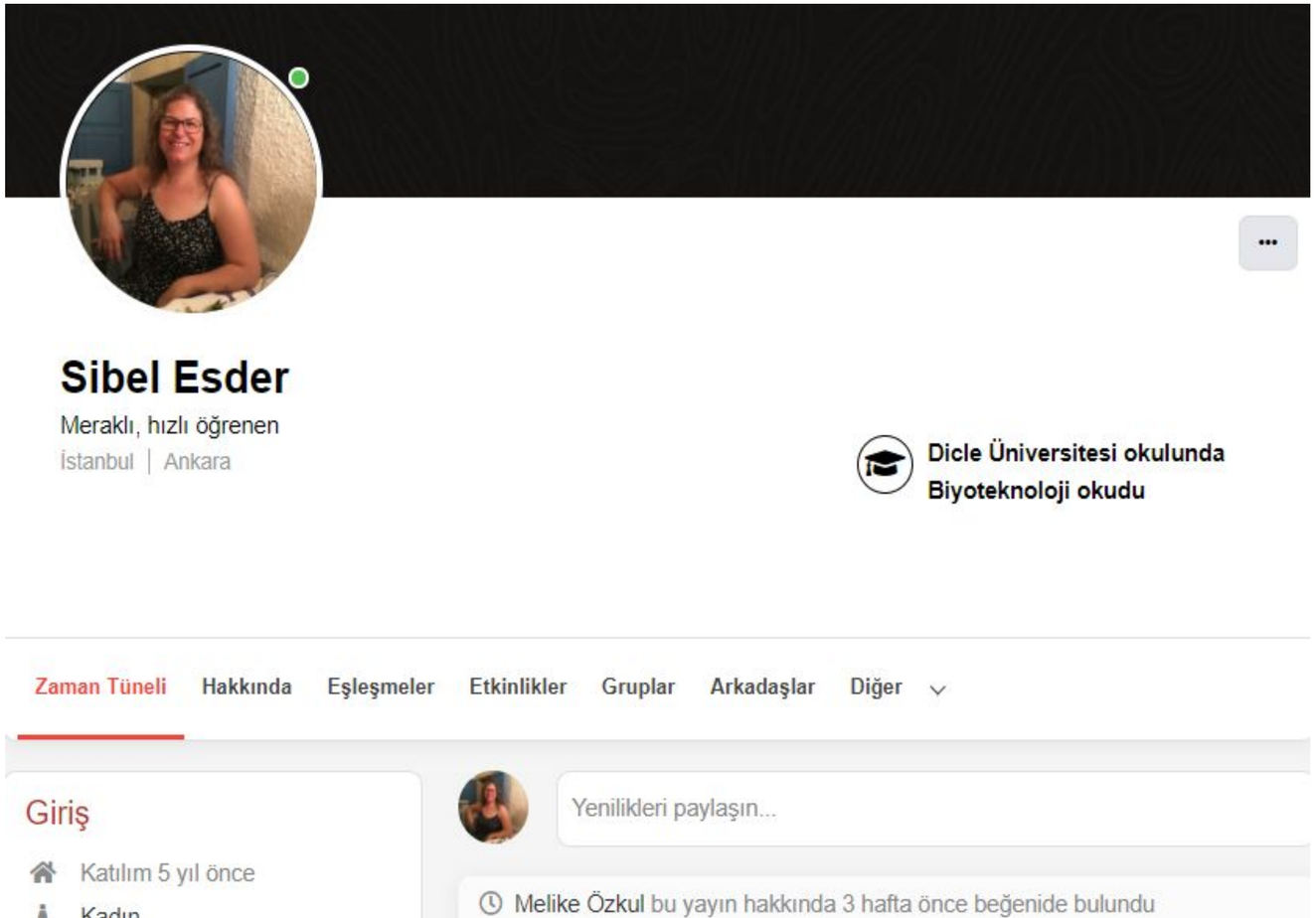


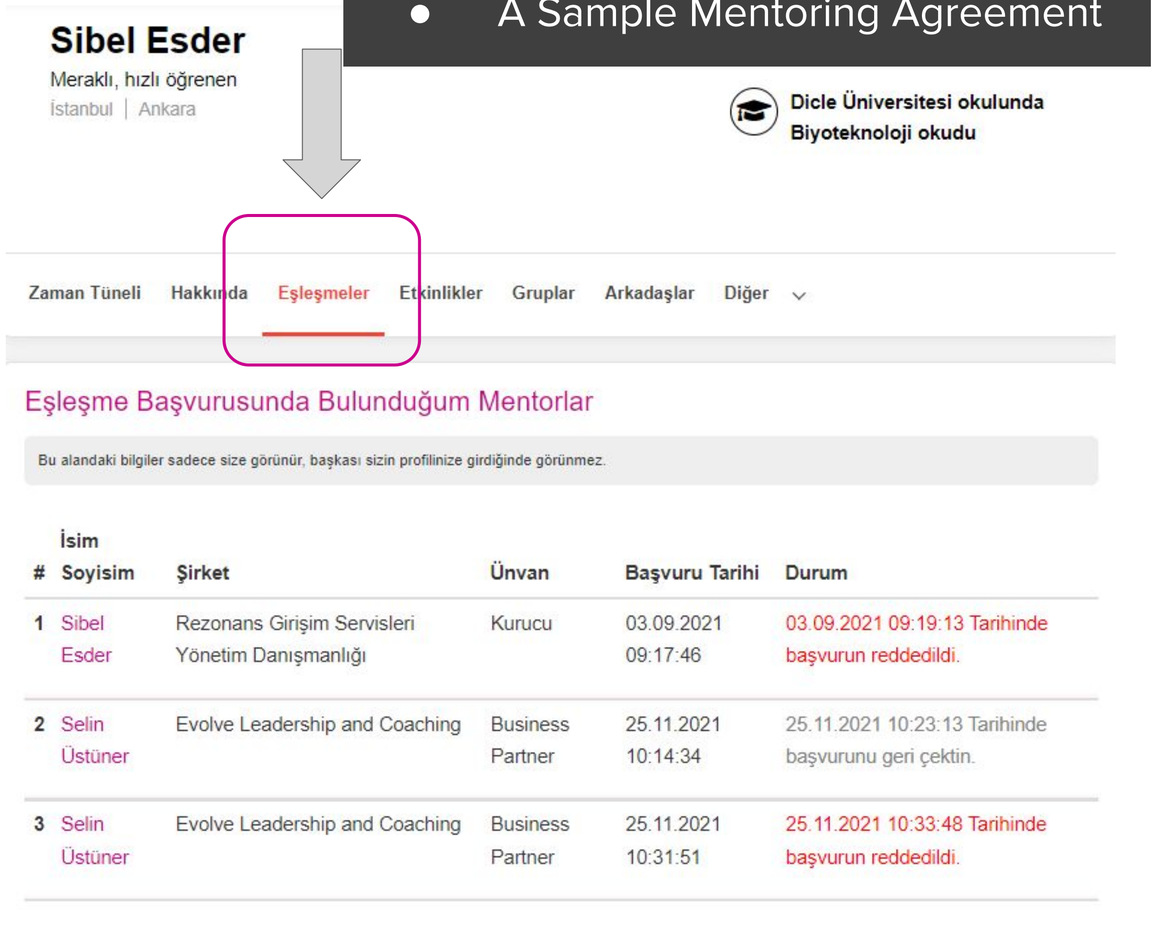
1. Mentees apply to mentors
2. Mentor responds within 14 days
3. If he/she accepts, the match is live and email communication starts
4. If he/she declines, mentee applies to another mentor

Information Hub for Mentors & Mentees

You can access:

- Your matching information
- Surveys
- Our Mentoring Guide
- A Sample Mentoring Agreement





#	İsim Soyisim	Şirket	Ünvan	Başvuru Tarihi	Durum
1	Sibel Esder	Rezonans Girişim Servisleri Yönetim Danışmanlığı	Kurucu	03.09.2021 09:17:46	03.09.2021 09:19:13 Tarihinde başvurun reddedildi.
2	Selin Üstüner	Evolve Leadership and Coaching	Business Partner	25.11.2021 10:14:34	25.11.2021 10:23:13 Tarihinde başvurunu geri çektin.
3	Selin Üstüner	Evolve Leadership and Coaching	Business Partner	25.11.2021 10:31:51	25.11.2021 10:33:48 Tarihinde başvurun reddedildi.

The mentoring experience is supported by

- Continuous email communication reminding the mentor/mentee re: next steps & surveys
- A digital mentoring guide & FAQ wiki
- Our customer support service with live agents
- Monthly mentoring trainings delivered by the European Mentoring and Coaching Council Turkey.
- Weekly program office hours by our team
- Monthly inspiring exchanged delivered by our Founding Circle Supporters and partners
- Quarterly peer sharing events for feedback

Additional Communication Channels

- Monthly newsletter with program and ecosystem updates

- A LinkedIn program page

Milyon Kadına Mentor

The Pledger Experience

If they opt in to use our digital platform, BinYaprak

Empowering Pledgers with Contribution and Participation Dashboard

Hoş geldiniz, XX YY

Katılım Tarihiniz: GG/AA/YYYY/

Total Mentors Applied

15

Toplam Mentor Sayınız (Başvuran)

Total Mentors Approved

11

Toplam Onaylanan Mentor Sayınız

Matching Number

13

Toplam Eşleşme Sayınız

Total Sessions of your Mentors

10

Ekibinizin Toplam Görüşme Sayısı

Corporate Contribution and Participation Dashboard

Pending Mentors

Copy Excel CSV PDF

Search:

Adı Soyadı	E-Posta	Başvuru Tarihi	Başvuru Durumu
XX YY	abc@xyz.com	22 Haziran 2021	Onayla Reddet
XX YY	abc@xyz.com	22 Haziran 2021	Onayla Reddet
XX YY	abc@xyz.com	16 Mart 2021	Onayla Reddet
XX YY	abc@xyz.com	26 Mayıs 2021	Onayla Reddet

The pledge managers are supported by

- A dashboard where he/she can approve mentors, send survey reminders, get instant reports on mentoring hours and matches.
- Our customer support service with live agents.
- Monthly mentoring trainings delivered by the European Mentoring, Coaching Council Turkey.
- Monthly program newsletters.
- Weekly program office hours by our team.
- Bi-monthly ecosystem meetings where they can connect with NGOs, other companies and stakeholders.
- Digital guides, wikis and handbooks to provide a seamless experience (next slide).

Milyon Kadına Mentor Hareketi Kurum Destek Alanımız

💡 Sevgili Paydaşlarımız, hoş geldiniz! Bu alanı aradığınız bilgileri kolaylıkla bulmanız için yarattık. Öneri ve harika fikirleriniz için bize info@turkishwin.com adresinden ulaşabilirsiniz.

Guides and Presentations

- 🇹🇷 TR Tanıtım: Sunum +
- 🇬🇧 EN About: Presentation +
- 🎬 MKM Mentorluk Eğitim Videomuz / M...
- 📖 MKM Mentorluk Rehberimiz / Mentori...
- 🏛️ MKM Kurumsal Katılım Rehberimiz
- ❓ Kurumsal Mentor Başvurusu

Önemli Tarihler

8 Mart I İlk Tanıtım Etkinliği

5 Nisan I Menti başvuruları açılır.

19 Nisan I Menti başvuruları son günü.

3 Mayıs I Milyon Kadına Mentorluk eşleşmeleri duyurulur ve 1:1 mentorluklar başlar. BinYaprak Kız Kardeşlik İş Arama Çemberleri duyuruları başlar.

7 Temmuz I BinYaprak İş Arama Çemberleri başlar.

Important Links

- Kurumsal Katkı ve Katılım Formu
- Mentor Başvuru Formu
- Sıkça Sorulan Sorular
- Kurum Katkı & Katılım Paneli (aktivasyon sonrası program yöneticisi yetkilendirilir)
- Etkinlikler
- Program Sayfası
- Ekosistem Katkı Anketi

Tanıtım

- MKM Program Logoları
- 📱 Sosyal Medya İçerikleri
- 📰 Bülten İçerikleri
  - Tanıtım
  - Mentor Çağrısı
  - Menti Çağrısı

Milyon Kadına Mentor Hareketi: Kurumsal Destekçi El Kitabı

↙ 4 backlinks

STEM Mentorluğu & Topluma Yönelik Kurumsal Mentorluk Programları Tasarlama

Giriş

Milyon Kadına Mentor Programında bize eşlik eden, hayal ortaklarımız olan siz kurumsal destekçilerimiz için hazırladığımız bu el kitabında:

- STEM mentorluğunun öneminden,
- STEM programlarına destek vermek için ilk adımlarınızın neler olabileceğinden ve
- Bir sonraki aşamada **kendi kurumsal mentorluk programlarınızı** kurmak istediğinizde izleyebileceğiz adımları ve yönlendirmeleri paylaşmak istedik.

Hazırsanız başlayalım :)

Milyon Kadına Mentor Programı

🌎 Dünyada Milyon Kadına Mentor

🇹🇷 Türkiye'de Milyon Kadına Mentor

STEM Mentorluğu

❓ Neden STEM Mentorluğu?

İlk adım: Milyon Kadına Mentor Hareketine Katılın

Milyon Kadına Mentor Hareketi Kurum Destek Alanımız

Kurumsal Mentorluk Programınız

0️⃣ Başlarken

1️⃣ Topluma Yönelik Kurumsal Mentorluk Nedir?

2️⃣ Kurumsal Mentorluk Programınızı Nasıl Başlatırsınız?

All program documents in one place including sample announcement, program presentation, FAQ wikis and more.

Lessons Learned

- **Pilot-pilot-pilot:** Small pilots help us clear operational bugs, understand ecosystem's needs and fail forward faster.
- **Automation of workflows with a digital system**: We are leveraging our existing platform with automating workflows where we can. We keep an agile system to document and share changes. Notion.so has been a gift:-)
- **Co-create with the ecosystem:** Engaging the ecosystem on Day 1 and keeping communication constant is what we aspire to do.
- **Empower pledging companies:** Make it easy for volunteers to contribute. Make them proud!
- **Engaging men, engaging the Diaspora:** Including stakeholders and inviting them to the dance floor.
- **Establish core partnerships early on:** EMCC has been our mentoring knowledge and give back partner, along with the Evolve team. We engaged them in design stage.

Empower Your Community with

Choice I Progress I Connection