



TECH LEADERS 7 - FAQ

GENERAL INFORMATION

Tech Leaders 7 Mentoring Program

Tech Leaders is a nationwide, four-month, free mentoring program for women. It is a great opportunity to work and develop for several months in a group of mentors from the IT industry and new technologies.

Who is the program for?

- for women
- min. 18 years
- basic / intermediate / advanced level in a given field (e.g. a person with the medium level would like to improve their skills or the person experienced would like to learn something new or has a new project in which needs a mentor's help)
- people who want to develop in IT and technologies, think about starting their own company, they program, want to develop their own company, look for their professional path or they want to change industries.

All information about the mentee will be in the application form and the mentor concerned (to be selected by the mentee, see "Application") will have access to it.

Our Mentors:

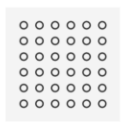
- role models / well known / recognized people from the fields concerned
- representatives of partner companies
- people with an experience in a given industry
- various industries related to the world of IT and new technologies: programming (all languages), management (projects, products), soft skills, UX/UI, business development, marketing, etc.

Information about the mentor will be on the [website](#): field of knowledge, scope to which can support a mentee, whether s_he wants to help an advanced person or a junior (beginner) level, etc.



Timeline

- recruitment: **January 10th - 23rd 2022**
- applicants will be informed by e-mail about the recruitment results and with which mentor they will cooperate by February 4th, 2022
- confirmation of willingness to participate and arranging formalities.
- the program runs for four months: from February 7th to June 7th, 2022.
- launch event: February (online)
- closing event: June (tbd)



Check our timeline!

Call for papers - partners
December 2021

Application for mentees
10 - 23 January 2022



Application for mentors
06 - 15 December 2021

Mentoring program
07 February - 07 June 2022



Meetings & mentoring relation



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- launch event: February
- the frequency of meetings is set by the mentor and mentee, but cannot be less than one hour, once every two weeks
- the form of the meetings is decided by the mentor and mentee. Meetings are allowed offline / online, skype, phone, hangout, f2f, etc.

FOR MENTORS

Benefits

- the opportunity to share the acquired knowledge and your experience increasing the network of valuable contacts
- you will build a community of mentors with us
- you will show yourself as an EXPERT in a given field
- you will invest in your development
- you will promote your person and your personal brand on our channels

Recruitment / Application

1. Fill out the application on the website: <https://techleaders.eu/become-a-mentor/> by December 15th 23:59
2. To be sure of the effectiveness of receiving a return e-mail from us, add us to your e-mail contacts so that the message does not end up in SPAM. How to do it on the example of gmail - [link](#).
3. The next step is to set up a several-minute call with you to get to know each other and talk for a while.
4. Our feedback - a few days after the interview

FAQs



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1. How much time commitment will the program require from the mentor?

The frequency of the meetings is decided by the mentor and mentee, but cannot be less than one hour, once every two weeks. In addition, it is worth considering the time for the opening and closing meetings, preparation for meetings, etc.

2. What are the "minimum requirements" for a mentor? Does he have to have any specific skills / "seniority" level?

The mentor should have knowledge of the areas specified on the [website](#) and (optionally) experience as a mentor (if you don't have one, we can help). It would be great if you could communicate correctly. set goals etc. We provide training for mentors, assistance, the role of a mentor for mentors during the program.. When applying, the mentor should specify his level and the preferred level of Mentee experience.

3. Who can become a mentor?

Everyone, regardless of age and gender.

4. Do mentors have to speak Polish?

No, the mentor can be English speaking. In this case, when selecting a mentor by Mentee, the language in which the sessions will be conducted will be displayed.

5. Until when can I apply as a mentor?

We are waiting for your applications until December 15, 2021
You will be informed about the decision by December 23

6. What will the effectiveness assessment / cooperation program recommend?

It is an individual matter for each mentor, how the cooperation proceeded and how it is possible to evaluate the acquired skills and the achievement of goals. Each program is finished with questionnaires.

7. What will be the form of the meetings?

The form of the meetings is decided by the mentor and mentee. Meetings are allowed to be offline / online, skype, phone, hangout, f2f, etc.



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FOR MENTEE

Benefits

- you will receive knowledge and practice from an Expert in a given field
- you will take part individual consultations with a mentor who will show you the direction of your activities and support you in the development
- you will achieve your development GOAL / GOALS, worked out together with the mentor at the beginning of the project. This will greatly facilitate activities :)
- you will be able to change and develop under an Expert's supervision
- you will accelerate industry change / promotion etc.
- you will develop a network of contacts - each Mentee will have access to an elite group on Slack, where they will be able to share their experience, progress and questions with other mentees, and mentors :)
- you will also receive a certificate :)

Recruitment / Application

- the interested person gets acquainted with the Program mentors presented on the [website](#) (photo, description, the field in which they can help, the scope in which they can support the mentee, etc.)
- she fills in the application form containing all the basic information (age, gender, city, studies, purpose, level, etc.) and key information for recruitment purposes. In the application form, the interested party expresses their willingness to participate in the program by indicating a specific mentor to cooperate in the first or second choice.
- to be sure of the effectiveness of receiving a return e-mail from us, add us to your e-mail contacts so that the message does not end up in SPAM. How to do it on the example of gmail - [link](#).
 - Stage I: applications are verified in terms of the correctness of applications
 - Stage II: mentors will receive mentee applications that have applied for them (about 5-6 applications) and choose the main mentee (# 1 choice) and the backup mentee (# 2 choice) they want to cooperate with
- the mentor works with the 1st mentee (there are EXCEPTIONS and the mentor works with the 2nd mentee)
- independent work of the mentee <> mentor for 4 months



FAQs

1. Can only women join the program?

As in previous editions, this year's edition is also aimed at women. Under our statute and the primary goal of the Women in Technology Poland Association, we support women in their development in IT. We are a community of women focused on IT and new technologies. We do not rule out that in the next editions we will return to the project available to everyone. [More about us.](#)

2. Can I apply without speaking Polish / Do I have to speak Polish to participate in the Program??

Of course. The mentor may be English-speaking. In this case, when mentor is selected by Mentee, the language in which the sessions will be conducted will appear.

3. What will be the form of the meetings?

The form of the meetings is decided by the mentor and mentee. Meetings are allowed offline / online, skype, phone, hangout, f2f, etc.

4. Can I apply to two mentors?

According to the [regulations](#), you can only apply to one mentor, but at the end of the application form, there is a place to choose the second - optional, if there were no places for your first choice. Based on the application, the mentor selects the person he wants to work with, and if another mentor from the same area has the opportunity to accept someone who did not get to this person of the first choice, we make sure that such a combination of people is okay for both parties. Therefore, in the form, please select an alternative mentor.

5. Can I apply to a mentor from another city?

The location does not matter, certainly, given the current circumstances, all meetings can be held online. We encourage you to apply to the mentor you want to work with and you will potentially get the most value than your focus on their location.

6. What are the recruitment criteria?

They were presented [here](#).



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Motivation to participate and the specific goal you want to achieve during the program. The final decision is made by the mentor based on who he will be able to help most, based on his experience and knowledge.

7. Which language to fill in the form?

It does not matter for us, but it may be important for the Mentor - if as the 1st or 2nd choice you decided to choose a mentor about whom the information on the [website](#) is in English and information about EN language is provided, apply in that language :)

8. If I do not qualify for the program, will I receive feedback from the mentor?

Unfortunately, as we do not impose an application limit for mentors, we do not expect them to do so, moreover, it would not be easy to point out why a mentor did not choose you and another Mentee without indicating the differences in the two applications.

Do you have other questions? Contact us: techleaders@womenintechology.pl