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General information



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The organizer of the Tech Leaders program is the Imagine Inclusive Technology Foundation, which runs the [Women in Technology Poland community](#). The goal of our foundation is to increase the participation of women in IT and encourage their development in this field. 💪

Tech Leaders is an international, 4-month, free mentoring program for women who want to enter the IT world, find a new career path, develop their competences or start their own start-up.

Who is the program for?

- for women over 18 years of age
- for women representing any level of knowledge - basic/intermediate/advanced - in a given field (e.g. a person with an intermediate level would like to improve their skills or an experienced person would like to learn something new or has a new project in which they need the help of a mentor)
- for women who want to develop in IT and technologies, are thinking about starting their own company, programming, want to develop their own company, are looking for their own career path or want to change industries.

All information regarding the mentee will be described in the application form and a given mentor (selected by the mentee - see "Application") will have an access to it.

Mentors

Who are they?

- role model / famous personalities from given fields
- representatives of partner companies



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- people with 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 available [on the website](#) - this is the field of knowledge, the scope to which the mentee can support, whether he wants to help an advanced person or a person at a junior (beginner) level, etc.

Program schedule

- acquiring partners: **November**
- recruitment of mentors: **November**
- information about results for mentors: **November/December**
- recruitment of mentees: **January**
- information sent to applicants by e-mail about the recruitment results and which mentor they will cooperate with: **February**
- confirmation of willingness to participate and arrangement of formalities: **February**
- mentoring: **February - June**
- opening event: **February/March**
- closing event: **June**

Meetings & Mentoring relationship

Aspects that will require the mentor's time commitment:

- organizational issues (sending bio, photos, signing the contract, etc.)



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- starting event: February/March
- the frequency of meetings is determined by the mentor and mentee, but it cannot be less frequent than one hour every 2 weeks
- the form of meetings is determined by the mentor and mentee. These can be both offline and online meetings (e.g. on Google Meet).



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INFORMATION FOR MENTORS

1. What areas of mentoring do we deal with?

- ◆ User Experience Design
- ◆ QA Testing
- ◆ Project Management
- ◆ Big Data
- ◆ Business Development
- ◆ Azure Cloud
- ◆ Cybersecurity
- ◆ Machine Learning
- ◆ I wiele więcej!

2. What time commitment will the program require from the mentor?

The frequency of meetings is determined by the mentor and mentee, but they should not be less frequent than once every 2 weeks for 1 hour.

3. Who can become a mentor?

Every person, regardless of age and gender.

4. What are the "minimum requirements" for a mentor? Does he need to have any specific skills?

The mentor should be knowledgeable in the areas identified in his or her profile on [the Tech Leaders website](#). Experience as a mentor is also welcome (but not absolutely necessary). When applying, the mentor also specifies his/her skill level and preferred level of experience of his/her mentee.



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If you don't have experience as a mentor yet, we'll be happy to help. During the program we provide, among others: training for mentors and mentor assistance for mentors (individual sessions). 😊

5. Do mentors have to speak Polish?

No, the mentor may as well only speak English. Our website provides information about the possible language of sessions with a given mentor.

6. What will be the form of the meetings?

The form of meetings is determined by the mentor and mentee. These can be both offline and online meetings (e.g. on Google Meet).

7. Until when can I apply as a mentor?

We are waiting for applications until a specific day **in November**. The exact date depends on the current edition of the program (see schedule).

You will be informed about the yes/no decision in **November/December** by e-mail.

8. How do mentees choose mentors?

- First, the interested person becomes acquainted with the profiles of the program's mentors, presented on the [Tech Leaders website](#). The website contains a photo of the mentor, his/her description, the area in which s/he can help and the scope in which s/he is able to support the mentee.
- Then, the interested party fills out the application form (we ask about age, completed studies and courses, purpose of mentoring, level of advancement, etc.) and other information



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crucial for recruitment purposes. In the application form, the interested party also indicates a specific mentor for cooperation.

- During the first stage of recruitment, mentees' applications are checked for correctness. During the second stage, mentors receive applications from mentees who have applied to them (about 5-6 applications) and choose the main mentee and reserve mentee with whom they want to cooperate.
- The mentor works with 1 mentee (there are exceptions and the mentor works with 2 mentees). The individual work of a mentee and mentor lasts for 4 months.

9. Will I receive a certificate of participation in the program?

Yes, at the end of the program, each mentor receives a written certificate of participation from us. 🎉

10. What are the benefits of being a mentor?

- Improving your qualifications.
- Development of interpersonal skills.
- Strengthening your personal brand.
- Expanding your network of contacts.
- An opportunity to learn new things.
- A feeling of satisfaction from helping others.
- Opportunity to transfer acquired knowledge and share your experience.
- Presenting yourself as an expert in a given field.
- Promotion of yourself and your personal brand on our channels.

11. What do we provide to mentors?



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- Mentor for mentors (individual sessions available) and group online workshops.
- A closed community for mentors participating in the program and a mastermind group.
- Constant help from the Tech Leaders organizers.
- A package of useful tools and materials about mentoring.

12. What will the evaluation of the effectiveness/collaboration program involve?

It is an individual matter of each mentor and how the cooperation was carried out and how it is possible to evaluate the acquired skills and the achievement of goals. Each program is supported in its evaluation by evaluation surveys.

13. Where can I find more information about the program?

[The Tech Leaders](#) website and on our [LinkedIn](#), [FB](#) and [Instagram](#) profiles.



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INFORMATION FOR MENTEE

1. What are the benefits of being a mentee?

- You will receive theoretical and practical knowledge from a mentor in a given field.
- You will take part in individual consultations with a mentor who will show you the direction of your activities and support you in your development.
- You will achieve your development goal(s), developed together with your mentor at the beginning of the project. This will make things much easier :).
- You will gain the opportunity to change industries and develop under the watchful eye of an expert.
- You will accelerate the change of industry/promotion, etc.
- You will have the opportunity to take part in expert workshops, including Mentors4People series.
- You will develop a network of contacts - each mentee will have an access to a Slack group where they will be able to share their experience, progress and questions with other mentees and mentors :).
- You will receive written confirmation of participation :).

2. How to become a mentee?

- The interested person becomes acquainted with the Program mentors presented on the [techleaders.eu website](https://techleaders.eu) (photo, description, field in which they can help, scope in which they can support the mentee, etc.).
- The interested person completes the application form containing all basic information (age, gender, city, studies, purpose, level, etc.) and key information for recruitment



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purposes. In the application form, the interested party expresses their willingness to participate in the program, indicating a specific mentor for cooperation in the first or second choice. To increase the efficiency of delivering a return email from us, add us to your contacts in your email box so that the message does not end up in SPAM. How to do this using gmail as an example? Check [here](#).

- Stage I of recruitment: applications are verified for correctness.
- Stage II: mentors receive applications from the mentees who applied to them, choose the main mentee (#1 choice) and the reserve mentee (#2 choice) with whom they want to cooperate.
- The mentor cooperates with 1 mentee (EXCEPTIONS happen and the mentor cooperates with 2 mentees).
- Independent work of mentee and mentor for 4 months.

3. Can only women apply for the program?

Yes, the Tech Leaders program is an offer addressed only to women. In accordance with our statute and the primary goal of the Women in Technology community, we support women in their development in IT and new technologies. However, we do not rule out that the project will be available to everyone in subsequent editions.

[More about us](#).

4. Can I apply without speaking Polish?

Of course. Contact with the mentor may be in English or another language indicated by the mentor. In such a case, when the mentee selects a mentor, information will appear in which language the sessions will be conducted.

5. What will be the form of the meetings?



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The form of meetings is agreed individually by the mentor and mentee. Meetings can be offline or online (e.g. on Google Meet).

6. Can I apply to two mentors?

According to the regulations, you can only apply to one mentor, but we give you the opportunity to choose an alternative mentor - optional, if there are no places for the first choice. Based on the application, the mentor selects the person with whom he or she wants to work, and if another mentor from the same area is able to accept someone who was not selected by the first-choice person, we make sure that both parties consent to such a combination of people. Therefore, we ask you to select an alternative mentor in the form.

7. Can I apply for a mentor from another city?

The location does not matter, all meetings can be held online. Apply to a mentor with whom cooperation will bring you the greatest value and allow you to achieve your goals.

8. What are the recruitment criteria?

After sending the application, it is checked by the Tech Leaders team, based on the available criteria [at this link](#), and then through a mentor. It is the mentor who makes the final decision about who will become her/his mentee.

9. In what language should I complete the form?

In Polish, if the first-choice mentor and the alternative mentor speak this language.



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In English, if in the 1st or 2nd choice you indicated a mentor whose information on the website is in English and who conducts mentoring in this language.

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

The organizer sends feedback on the recruitment result. The mentor contacts directly only the mentee he has chosen. It would be virtually impossible for the mentor to justify why he chose you and another mentee without pointing out the differences in both applications. Therefore, feedback from the mentor is not sent.

CONTACT

Have more questions? Write to us!

techleaders@womenintechnology.pl



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