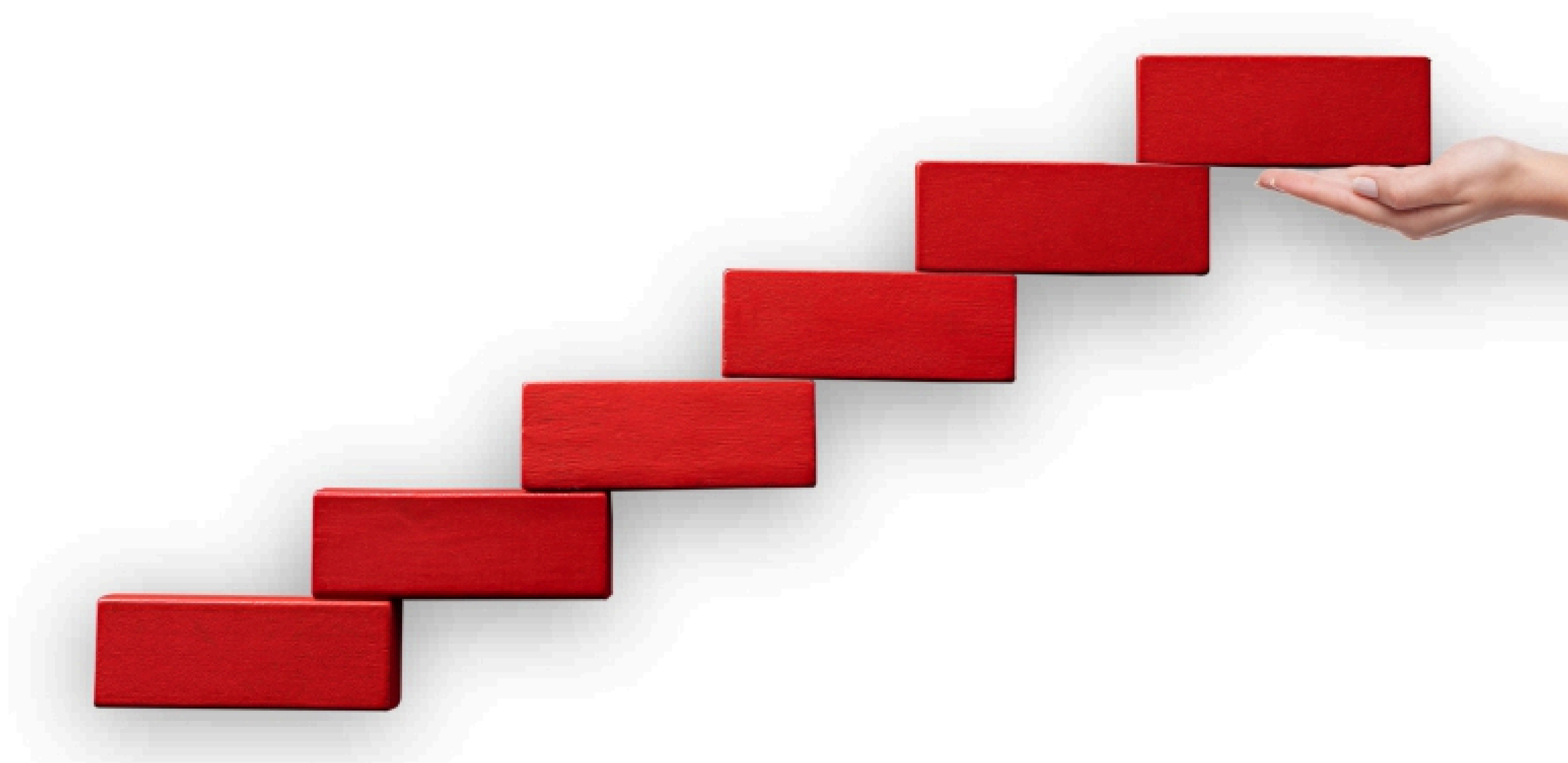




MENTORSHIP PROGRAM





1. About Winpe

Winpe (<http://winpeforum.com/>) is a not for profit established with the objective of enhancing gender diversity within the investing ecosystem, increasing the participation of women as investors, capital allocators and recipients of investment capital. Winpe has been set up as the catalytic platform to drive sensitization, awareness and positive action among firms in the investing ecosystem in favor of gender diversity, while also providing a set of resources for women to leverage in crafting fulfilling professional journeys. Winpe believes that the combination of efforts to bring about a positive change in the working environment, coupled with a conscious nurturing of female talent within the ecosystem will lead to a tangible enhancement in diversity statistics over a period of time.

2. Purpose and Objective of the Mentorship Program

Mentorship is acknowledged as one of the most powerful tools driving professional success. In the case of women, researchers find that mentorship can be a key success factor as women deal with workplaces largely dominated by men. At the same time, research has also consistently found that women lack access to formal and informal mentors.

The Winpe ProClub Mentorship Program (“Program”) is a 1:1 mentorship program to connect future women leaders with mentors who are eminent and established senior leaders; to support their career and leadership development goals. Winpe believes that this is a long term initiative that over a period of 3-5 years will play a strong role in developing senior female talent in the investing ecosystem.

3. Advisory Board

The Advisory Board, consisting of senior industry luminaries steers the Program to achieve its objectives:

- Review the Program design and execution plan keeping in mind the objectives
- Review the proposed mentor-mentee pairs for appropriateness based on mentee needs and mentor experience
- Receive quarterly updates on the Program
- Guide the resolution of conflicts amongst mentor-mentee, if a situation so arises

4. Mentors

Mentors for the program consist of eminent industry leaders who have had a rich professional and leadership journey and who are now keen to support the growth of female talent into future leaders. They would be seasoned and experienced professionals with established credentials and track records, and could be investors, entrepreneurs, business owners, industry leaders and coaches.



5. Mentees

Mentees will be mid-senior level female executives with 7 or more years of professional experience, and who their organizations would like to see develop into future leaders. Mentees will be deemed as high potential and valuable talent to the business.

It is expected that each mentee cohort will consist of a mix of mentees nominated by Winpe partner firms either from their own teams or their portfolio companies, and self nominated women candidates. Each candidate will be required to meet the minimum eligibility criteria and follow a selection process.

6. Pairing

Winpe will strive to match mentors who have the right skillsets, interest and capacity to undertake this role, and enable the progress of the mentee. In case adjustment is needed, Winpe will consider the feedback carefully and suggest new pairing options.

7. Structure of the Mentorship Program

The mentorship program will run for a duration of 12 months, with up to 15 mentors and mentees paired up based on their respective experiences, expertise and interest (mentor), and learning needs (mentee).

Mentor and mentee will have regular and formal sessions (face to face or via virtual means) during the program. It is recommended that each pair meets once every six weeks, with once in two months as the minimum. Each session can be up to 1.5 hours long, where the mentor and mentee dedicate time to each other, prepare for the session, focus and make the most of it.

Each cohort will kick-off with a launch event that will introduce the mentees to the ProClub Advisory Board and mentors. There will an orientation session to clarify roles of mentees and mentors and share some useful tips, tools and resources to use during the program. In addition, the program envisages 2 group events where the mentees will come together as a cohort for group learning sessions.

Once into the program, mentees would be expected to take full ownership of the process including discussing their development goals clearly with their mentor, agreeing on the action plan, coordinating for the meetings and following through on next steps. Mentors would be expected to follow through on their commitments and help keep mentees on track.



8. Program Check-ins and Staying in Touch

Winpe will organize quarterly check-ins for all mentors and mentees to share experience, feedback, and any other adjustments needed in the process.

Winpe will stay in touch with each of the mentees, tracking their career paths and progress as long term measures of the impact of the Program.

9. Dispute Resolution

Although Winpe will make best efforts in pairing mentors and mentees, it is possible that the relationship either does not develop or breaks down during the program. Winpe will seek to understand the issue from both parties concerned and assist in finding a resolution.

Failing a resolution, there would be two actions available (i) match the mentee with another mentor (ii) withdraw the mentee from the cohort. The choice of action will depend on a multitude of factors including the nature of the issue, feedback from mentor, mentee's interests, feedback from quarterly check-ins if any, stage of the program at which the dispute has arisen and remaining duration of the program. In case the mentee is a nominee from her employer organization, Winpe will inform them and consult with them to find a resolution.

All disputes and conflicts will be addressed under the guidance and advice of the Advisory Board.

10. Mentee as a Mentor

Winpe is keen to create a positive chain of influence within the investing ecosystem wherein women receiving mentorship become active in providing formal and informal mentoring to younger women. Winpe will expect mentees from the Program to be actively involved as informal mentors in its initiatives for entry level/ younger women.

11. Other Information

The Program is not intended to replace any other professional or developmental training that mentees are taking or aiming to take, but work as a 'complementary' process to help them along their journey.

The mentoring process is not designed to focus on any technical aspect of the mentee's job, rather, it is intended to help develop a range of skills on the personal and leadership front. A mentor is a soundboard, a coach and a champion to act as a thinking partner and help reflect on what mentees should focus on; identify the key issues; identify resources and solutions to resolve these issues; all in order to help mentees achieve their development goals.



12. Application Criteria and Application Process

- Applicants should be currently employed as an investment professional or as a founder/co-founder of a funded start-up.
- In case an applicant is employed, she should be a mid-level executive (Level of Vice President or equivalent) with at least 7 years of work experience.
- Completed application forms should be accompanied by a CV and a reference, preferably from the current or immediately previous employer, commenting on applicant's professional achievements and personal attributes.
- Applicants nominated by Winpe member firms are not required to provide a reference letter.
- Participation is free of charge for women from Winpe member firms and portfolio companies.
- Participation in this program is subject to acceptance. Terms & Conditions Apply.