

Introducing POWERful Connections

What is POWERful Connections?

A key element of the POWERful Women initiative, POWERful Connections pairs the most senior leaders and opinion formers in energy with female professionals who are aspiring to move into senior leadership positions within the next five years or so.

Our POWERful Connections have pledged to give a minimum of three hours of their time over a period of six to nine months to support a senior woman in taking positive steps to achieve their professional goals.

How does POWERful Connections work?

Put very simply, the experience of one person is matched with the potential of another.

Applicants to the scheme identify the areas of their career progression and personal development they wish to work on with a 'POWERful Connection'. We match people based on a range of factors, for example specialism and areas of expertise as well as the particular issues that applicants would like to work on.

Who are the POWERful Connections?

Leaders from all over the energy industry - both women and men - who are concerned about the diversity in their profession, feel that the energy sector deserves better, have signed up to offer their expertise and support the goals of POWERful Women. Our POWERful Connections include CEOs, Board members and Non-Executive Directors, as well as some of energy's most influential leaders and entrepreneurs.

Who is eligible to be a mentee?

POWERful Connections focuses on those who already have significant experience, are working in energy, and want to move into leadership positions in the next few years. To apply, you will need to have 10 years' experience, at least 5 years of which must be in energy.

How will people be matched?

Our POWERful Connections have each agreed to support two mentees, including at least one person who is external to their company.

In matching mentor and mentee, we take account of the business sector and division in which they both operate, any particular questions that mentees would like to raise and the skills they would like to further develop.

How will POWERful Connections be able to help?

Mentees are able to discuss within a confidential environment particular career challenges they are facing and learn how best to develop their skills and experience to fulfil their potential. We envisage discussions around the mentee's achievements, what they consider to be any gaps in their development, what areas of leadership they need to develop and their career goals.

Pass it on

As part of the programme, those who benefit from POWERful Connections will need to make an undertaking to in turn mentor at least one other woman in energy within 12 months of completing the programme.

What is POWERful Women?

POWERful Women is an initiative that seeks to promote the professional growth and leadership development of women across the UK energy sector.

Our goals are to see 30% of energy company executive board roles and 40% of energy company middle management roles filled by women by 2030.

We work to achieve this in three ways: campaigning and reporting; supporting women in their careers; and providing practical support to companies committed to increasing their gender diversity and inclusion.

Find out more - and get involved

- ✓ **Read** our reports and supporting resources on the POWERful Women website www.powerfulwomen.org and **join** our mailing list.
- ✓ **Sign up** to the POWERful Women [LinkedIn group](#), share your ideas and experiences and join the discussion.
- ✓ **Follow us** on Twitter [@ PfWomen](#)
- ✓ **Get in touch** if you would like to find out more about becoming a mentor or mentee by emailing info@powerfulwomen.org.uk