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FOCUS

*A grassroots mentoring program exceeded the expectations
of its initiators.*

EVER SINCE ITS INCEPTION 30 YEARS AGO, ONE OF THE MOST FUNDAMENTAL FUNCTIONS OF AMCHAM HAS BEEN TO MAINTAIN PLATFORMS FOR SHARING PROFESSIONAL KNOWLEDGE AND EXPERIENCE BETWEEN ITS MEMBERS. THERE ARE SEVERAL SUCH PLATFORMS, INCLUDING AMCHAM MONTHLY MEETINGS, THE AMCHAM COMMITTEES, ONLINE EXPERT DISCUSSIONS AND *AMCHAM.PL QUARTERLY* AVAILABLE IN PRINT AND ONLINE AT AMCHAM.PL

FOCUS

Mentoring



PURSUING INDIVIDUAL IDEAS

A GRASSROOTS MENTORING PROGRAM EXCEEDS THE EXPECTATIONS OF ITS INITIATORS

Mentoring is a form of human resource management focusing on sharing knowledge and experience, and building on the strengths of the mentee. But, arguably, most of all, mentoring is a form of building relationships.

Mentoring starts with choosing the right program. There are programs on the intra-company scope, national or even global. But the right program to choose depends on the needs of the mentees, their expectations, goals and to what degree they are ready to open up for the change. This is why the most important aspect of a well-chosen mentoring program is trust. When entering into a mentoring relationship, mentees have to remember that they will have to work hard on themselves. The process often consists of overcoming personal weaknesses and dealing with difficult personal topics.

I often have participated in the monitor-

ing programs of the Business Leaders Foundation and the Mentoring Walk Vital Voices, along with three other colleagues from GE Healthcare, Magdalena Grzeda, Anna Hruszka, and Anna Paczuska. One day, we thought it would be a good idea to create a program of our own. We decided to create a program dedicated to women to help them develop professional careers. We used an idiosyncratic approach to each program participant depending on her specific goals such as getting a promotion, a raise, getting transferred to a different department or even considering changing jobs. This is how the Grow & Fly Program came to life under the patronage of the GE Women's Network.

GROWING BIG

Over the course of the program, it became apparent that it could not continue as a project dedicated exclusively to women. Male colleagues from the companies that

helped start the program—GE Healthcare and Bank BPH—and colleagues from other companies began to get involved. As a result, in this exclusively online program, 35 mentoring/coaching pairs were formed. The goal was to make the program benefit both sides of the monitoring equilibrium, as mentoring is about mentee development and broadening the mentors' horizons. In this way, they learn to sense, understand, and guide their mentees so that they do not think new ideas are imposed on them. With this in mind, we created a successful mentoring process as the mentees grew ready to work on themselves and realize that the mentoring process itself was only the beginning of an adventure that never ends.

Anna Zemła, Communications Manager at GE Healthcare