Q: What is the WIB MAPS (Mentorship, Advisors, Peers, and Sponsorship) Program?
A: The MAPS program is a dynamic, group format consisting of 2 co-mentors and 3-4 mentees. This program builds strong connectivity among team members and fosters opportunities for personal and professional growth by sharing knowledge and experiences and leveraging the diverse skills and perspectives among the group.

Q: What is the structure of the program?
A: The program will run between April and December 2020, beginning with a kickoff event in early April. Those who are interested must commit to meeting at least 6 times over the course of the program. Groups meet independently, typically once per month, with the schedule decided on by the group members.

Q: How much time will this take?
A: Meetings are usually scheduled once a month for 2 hours each. In addition to time spent at meetings, you should also factor in time for preparation and any follow-up and/or reflection.

Q: How do I participate?
A: All participants must be or become members of WIB. An application must be submitted, which gathers specific information on your needs, talents, and preferences. Applications are held in strict confidence and are used to create Mentor/Mentee groups. At the time of application, Mentees pay a Mentee commitment fee of $100.

Q: How are mentoring groups created?
A: The MAPS Committee reviews information provided in applications to best arrange Mentors and Mentees into productive groups. The Mentor/Mentee match process considers data such as Mentee needs, Mentor expertise, diversity, company affiliation (so people are comfortable to speak openly), and geographical locations. We do try to determine a common theme with each group, but do not expect a perfect match of all criteria. An important aspect and the power of our program is to leverage diversity of experience and thinking to broaden everyone’s horizons.

Q: Will everyone get selected for a group?
A: Unfortunately, a match to a group sometimes cannot be achieved. Because of our matching criteria not all applicants are selected in a given cycle. If the program cannot accommodate you this year, we encourage you to apply again in 2021.

Q: What is a Mentee commitment fee?
A: Mentees who register for the program pay the commitment fee of $100. The fee covers the kickoff event in April and monthly mentoring meetings for the full program cycle. If you are not
matched to a group or unanticipated circumstances arise prior to the kickoff event that would prevent you from participating in the program, a full refund will be issued. Some organizations offer reimbursement benefits for professional development programs. Consult your manager or HR department to see if reimbursement for the MAPS program will be provided.

Q: What is a Mentor?
A: In MAPS, a Mentor is a passionate, lifelong learner who is open-minded and empathetic. Mentors support Mentees as they help them identify and set specific, attainable goals as well as challenge Mentees to strive for excellence in pursuit of these goals. An effective Mentor can help the Mentee further build a framework to support the life-long learning process, learn new skills, develop greater confidence, and make well-thought out, appropriate decisions about their professional and personal development.

Q: What is in it for Mentors?
A: Mentors report many benefits including satisfaction from seeing others develop; expanded generational and cultural perspectives; strengthening leadership and interpersonal skills; and continuing to experience new ideas and insights.

Q: What is a Mentee?
A: Mentees are women with at least 2-3 years of professional experience within the biotech/life sciences industry who have a passion for and are committed to learning. A mentoring relationship is most effective when the Mentee takes the time at the beginning of the relationship to set specific, measurable, and meaningful goals for herself. This can be focused on any kind of learning—whether personal, professional, or otherwise.

Q: How do I know if I chose the right goals to focus on?
A: Goal-setting is most effective when it is done in the context of a greater vision. This requires taking the time to think clearly about what the purpose of your mentoring is and where you want to be at the conclusion of the mentoring cycle. What skills, competencies, experiences, and knowledge will you need to have to reach your goal? Which of these do you have now? When you identify the gap between where you are and where you want to be, the goals will emerge. Although necessary, don’t worry, this is just the first step and your objectives are likely to change and become clearer as you engage the process of being in a mentoring relationship.

Q: My schedule does not allow this to work...what can I do?
A: MAPS success relies on your commitment to the team to create the beneficial growth experience we strive for with this program. If your schedule will not permit you to meet with your group monthly, you should consider postponing participation until you are able to make the necessary commitment to a mentoring team.