



FOREST IN WOMEN'S HANDS (FEM4FOREST)

**GENDER REFLECTED MENTORING
PROGRAM FOR
FEMALE FOREST OWNERS
AND PROFESSIONALS**

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- ✓ Forest Trainings Center PICHL (Austria)
- ✓ NOWA Training Counselling Project management (Austria)
- ✓ Bavarian State Institute of Forestry (Germany)
- ✓ Forest Owner Association Styria (Austria)
- ✓ PRIZMA Foundation for Improvement of Employment Possibilities (Slovenia)
- ✓ Croatian Chamber of Forestry and Wood Technology Engineers (Croatia)
- ✓ Croatian Union of Private Forest Owners Associations (Croatia)
- ✓ Agency for sustainable development of the Carpathian region "FORZA" (Ukraine)
- ✓ Forestry and Environmental Action (Bosnia and Herzegovina)
- ✓ University of Belgrade-Faculty of Forestry (Serbia)
- ✓ University Ștefan cel Mare of Suceava (Romania)
- ✓ Czech University of Life Science Prague (Czech Republic)
- ✓ Association Economy and Democracy (Bulgaria)

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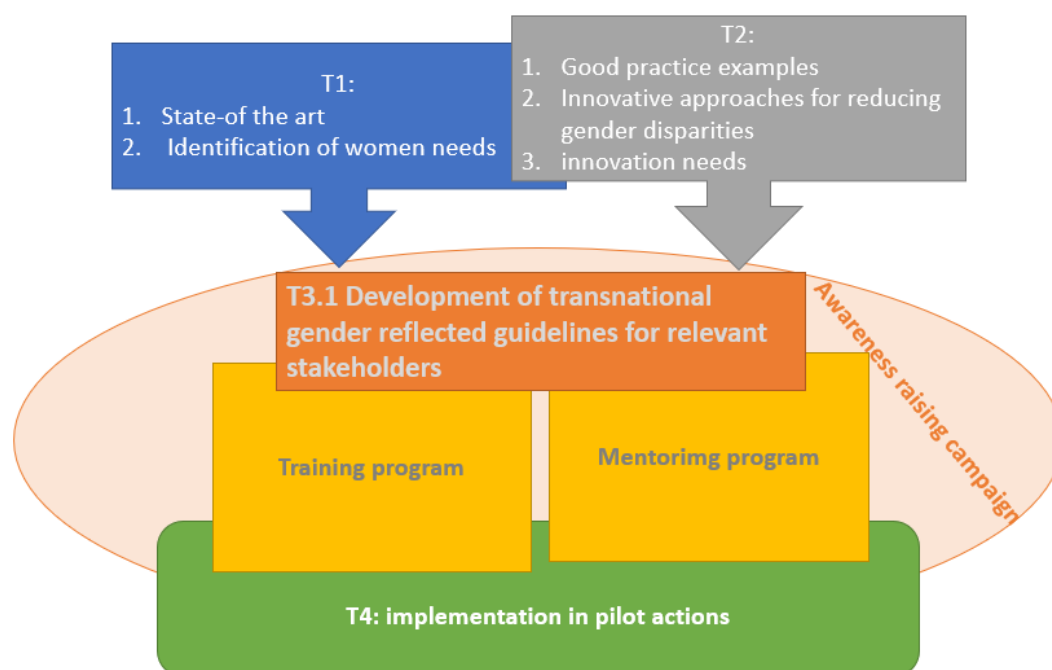
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1 Introduction



The Mentoring Program is based on the results of T1 and T2 and on the Transnational Genderreflected Guidelines (T3).

The program is implemented through the pilot activities in T4.

Two-thirds (68,1%) of the women surveyed valued mentoring as a means of career development and would be interested in participating in related programs. 31,1% indicated that they were not interested. An important issue for mentoring programs targeting women in the forestry sector could be the challenges they face in pursuing their careers.

(Source: Report "Collected needs of women and wider gender perspective in forestry sector", Fem4Forest, June 2021)

Gender reflected mentoring is a way to promote the professional and personal development of women. It is a support action to make existing skills of women visible and usable.

This output provides resources in the forestry sector by implementing a "Train the trainer-program for gender reflected mentoring to open and strengthen the perspective of women.

If the Mentoring Program is chosen by partners, they have to send at least one participant to the transnational training. These participants are qualified as mentors and act as multipliers on national level (train the trainer principle).

2 Introductory remarks on mentoring

2.1 Definition

What is mentoring?

Mentoring in the classic sense is like a kind of "sponsorship". This means that an experienced mentor passes on knowledge and experience to the mentee.

Mentoring is

- *Personal* - means the mentor and mentee are in direct contact with each other
- *Individual* - means that the mentee with his or her questions and challenges is in focus
- *Success-oriented* - means that both are interested in positively influencing their professional or personal development

Mentoring can add value

- *Subject-related knowledge transfer* - Exchange with other experts from the same field
- *Personal career development* – experienced managers/executives advise young talents on career issues
- *Door opening* - "Old hands" make it easier for newcomers to join
- *Cross-generational exchange* - support between young and old

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Source: <https://www.tandemploy.com/de/blog/was-ist-mentoring/>

Mentoring includes the following aspects

- *Accompaniment / Coaching*: actively leading and encouraging
- *Feedback*: open and critical feedback
- *Suggestions*: new ideas, views and behaviours
- *Contact / networking*
- *Passing on personal experiences*
- *Strengthening one's own skills*

2.2 Approach

The systemic approach is the basis of the Mentoring Program. It does not focus on the behaviour of individuals but on the entire social and organisational systems, as work systems, educational systems, company systems, family systems, etc.

Individual behaviour is therefore always considered in the context of these systems.

Learning always takes place in the interaction of individual learning and the learning of the organization.

The task of the trainers / mentors when they have completed this training program is to create framework conditions and structures in which learning can take place, as well as to initiate and guide learning processes in companies and organisations.

In order to generate the greatest possible benefit for the participants, workshops are always designed as a dialogue and exchange between experts from different directions. Mentors and mentees are experts in their professional field of activity.

A continuous equality perspective and a continuous diversity perspective are integrated components of the training.

Limiting and discriminatory attributions and their effects are actively countered. They are made visible, named and discussed in order to subsequently develop alternative solutions.

The use of gender-sensitive language and the selection of equality-oriented images and presentation is a matter of course and consistent.

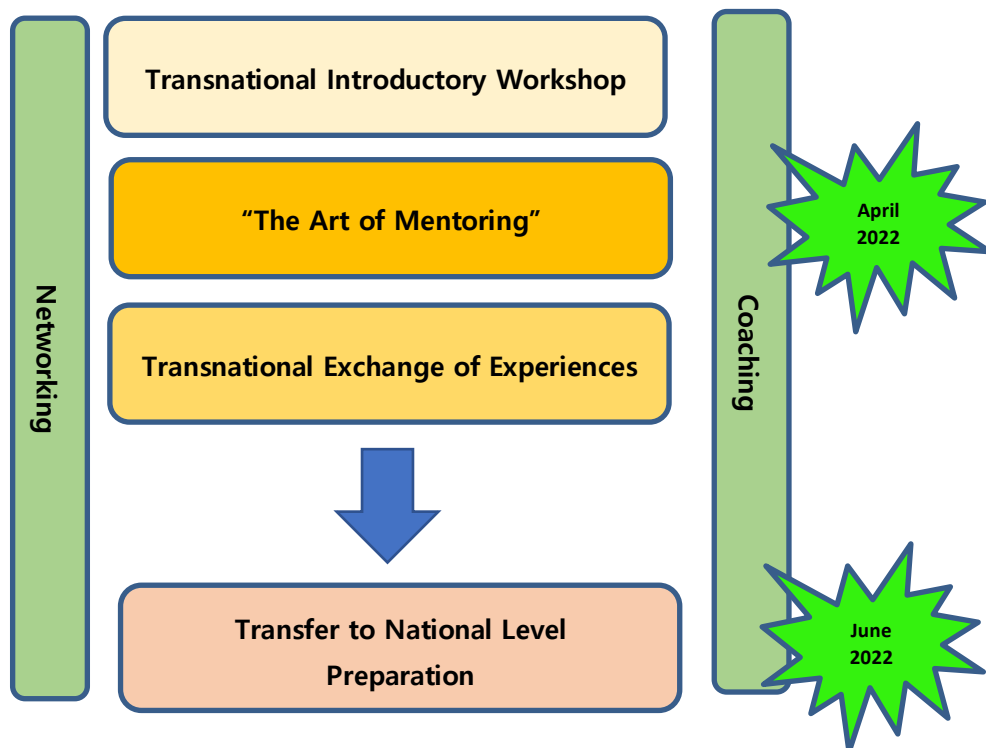
Contents are developed and implemented using gender-reflected methodology and didactics.

3 Goals

Gender-reflected Mentors

- know about the activities and tasks of a mentor
- have the necessary theoretical and practical background
- are strengthened in their ability to act and their personal competence
- continuously pay attention to the effect of activities and measures on women and men and thus contribute to avoiding discriminatory attributions in their field of activity
- integrate and implement equality orientation and the gender perspective in a sustainable manner
- contribute to the achievement of equality between women and men at various levels of the forestry sector

4 Structure of Mentoring Program



5 Content of Mentoring Program

5.1 Transnational Introductory Workshop

The offer will cover the following contents:

- Clarification and definition of terminology (equal treatment vs. equality, gender vs. sex, diversity vs. intercultural competence, private life concepts vs. professional equality orientation)
- Identification of different functions and roles in the context of gender-oriented mentoring
- Development of problem awareness on the topic
- Determination and use of one's own field of action (lighthouse function)
- Initiation of a joint transnational learning and exchange process

5.2 "The Art of Mentoring"

The offer will cover the following contents

- Communication
- Pillars of conversation
- Questioning techniques
- Obtain information and listen actively

- Feedback
- Conflict management
- Knowledge transfer
- Basics of gender-reflected methodology / didactics

5.3 Transnational Exchange of Experiences

The offer will cover the following contents

- Moderated exchange of experiences
- Collection of learnings - cornerstones of effective gender-reflected mentoring in DR
- Transfer to the national level - Breaking down the training to meet national needs
- Adaptation of innovative approaches to national needs
- Transnational collegial advice and exchange

6 Procedure and expected results of Mentoring Program

If the Mentoring Program is chosen by partner countries, they have to send at least one participant to the transnational training

- The first round of the Mentoring Program is implemented on transnational level.
- If possible, the Transnational Introductory Workshop takes place in presence in order to give the participants the opportunity for interactive exchange, learning and networking.
- Training content such as communication, questioning techniques, conflict management, knowledge transfer, gender-reflected methodology, etc. - "Art of Mentoring"- are implemented online and with self-organized learning units.
- Number and duration are based on the needs and framework conditions of the participants. This will be clarified and agreed in the Introductory Workshop.
- In the Transnational Exchange Workshop, a face-to-face meeting is essential; only then results assurance, transfer and collegial advice can take place effectively.

The transnationally qualified participants are **Gender Reflected Mentors** and act as mentors and multipliers on national level (train the trainer principle).

These **Gender Reflected Mentors** have to implement first steps of the Mentoring Program on national level. They have to start the process to establish a group of mentors who want to participate in the National Mentoring Program in their country. In doing so, they use the transnational network of mentor colleagues that has emerged and are professionally supported by nowa during the preparation of the national implementation.

