



WELCOME PACKAGE

OWA Full Circle Mentorship Program



A GUIDE FOR MENTORS & MENTEES

WELCOME!



Congratulations on making an empowering decision to join the OWA Full Circle Mentorship Program.

Whether you're here as a mentor or mentee, your commitment speaks volumes. You've chosen to invest in growth, connection, and community. Full Circle is more than just a mentorship program — it's a dynamic, evolving support system designed by women, for women. Here, you're tapping into an incredible network of collaborative, thoughtful professionals who are ready to meet you exactly where you're at. Together, we rise — and together, we lift each other.

"A mentor is someone who sees more talent and ability within you than you see in yourself and helps bring it out of you." - Bob Goshen

What is Full Circle Mentorship?

The OWA Full Circle Mentorship Program was created to foster meaningful, goal-oriented relationships that support personal and professional growth. By participating, you're not only enhancing your own journey — you're contributing to a collective spirit of empowerment, shared learning, and authentic connection.

How is Success Defined in This Program?

Success is personal. Every mentor-mentee pairing is different, and so are your goals. There is no one-size-fits-all definition of success in Full Circle.

We recommend setting one key objective to focus on over the next year — something specific, meaningful, and actionable. This helps give your meetings direction and momentum. Remember to celebrate your wins — big and small — and treat every challenge as a stepping stone for growth.



THE JOURNEY

What to Expect



As a Mentee.....

Your journey is driven by your goals. Here's what you can look forward to:

- A thoughtful pairing based on your unique goals and needs
- Tools and templates to help structure and track your mentor meetings
- Monthly Mentor Talks on Zoom, focusing on relevant topics and challenges
- A Speed Dating Session to connect with other mentors and mentees and share insights
- A safe space to ask questions, explore ideas, and grow confidence

Benefits of Being a Mentee

- Receive guidance and feedback on challenges you're facing
- Gain an accountability partner who helps you stay focused and clear on your goals
- Build confidence in your communication and decision-making
- Expand your network and tap into a circle of strong, supportive women

As a Mentor.....

As a mentor, you play a vital role in shaping someone's journey. You'll bring your experience, wisdom, and listening ear — and you'll likely grow just as much in return. You'll be supported with tools and programming that make your role easy to manage and rewarding to experience.

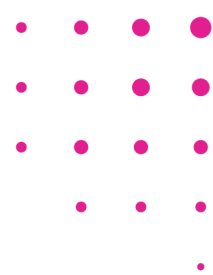
Benefits of Being a Mentor

- Make a meaningful impact on another woman's professional journey
- Deepen your own listening and leadership skills
- Reflect on your own experiences and growth
- Be part of a powerful network of women giving back and lifting each other up



RECOMMENDED STRUCTURE

Helpful Tips for Success



Thank you for being part of the Full Circle community! While we provide frameworks and tools for your reference, we invite you to make this experience your own to best suit what works best for you and your mentor/mentee. Here are simple suggestions on kicking off your engagement.

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| <input type="checkbox"/> | Welcome and Introduction | Schedule kickoff meeting for introductions and backgrounds. Agree on a frequency and method of meeting (Zoom, phone, in-person, etc.) |
| <input type="checkbox"/> | Set Meeting Cadence & Schedule | Send the calendar invites and commit!
Schedule your meetings for the next 6 months |
| <input type="checkbox"/> | Leverage Resources | Use the resources provided online to guide your first meeting and outline expectations, goals, and next steps, facilitate conversations, and inspire ideas |
| <input type="checkbox"/> | Join Community Events | Join in on OWA-hosted virtual and in-person Full Circle events throughout the year |
| <input type="checkbox"/> | Provide Feedback | From time-to-time, we'll ask both mentors and mentees to complete a Mentorship Feedback survey to gain insights into what's working, what's not, and how we can improve your experience |

You Belong Here

You've joined a community that values honesty, generosity, and growth. We are so glad you're here — and we can't wait to see how your journey unfolds.

Let's lift each other. Let's grow together. Let's close the circle.