



HSH Womentor



HSH

Valuable diversity

Through its mentoring scheme HSH Womentor, HSH seeks to help more women from non-western backgrounds to gain recognition and be appreciated in working life.

Diversity in recruitment makes a positive contribution to companies adding value to their businesses. That is why HSH believes that Norwegian businesses should be better at utilising the resources represented by employees from different ethnic backgrounds

Experience shows that persons with non-western backgrounds lack networking facilities in working life and that on occasion, they face discrimination in the recruitment process. As an employer organisation and a responsible player in society, HSH wants to change this picture. HSH Womentor receives support from the Confederation of Vocational Unions (YS) and it is encouraging that employee unions are also engaged in this work.

HSH Womentor is aimed at educated and ambitious women whose backgrounds are not based on western cultures. The programme is designed to give these women the opportunity to acquire stronger ties with Norwegian working life and to help them into management positions or as entrepreneurs.

In the first year, eleven businesswomen are acting as mentors to eleven women from non-western backgrounds.

In time, the aim is to extend the programme to more women. Please visit HSH Womentors homepage on www.hshwomentor.no

6. March 2009



Vibeke Hammer Madsen
Managing Director, HSH



HSH Womentor

Through its mentoring programme HSH Womentor, leading businesswomen open doors to Norwegian business and working life for women who come from non-western backgrounds.

HSH Womentor brings educated and ambitious women from non-western backgrounds together with some of the country's most exciting women business leaders. The aim is to help these women advance in working life by providing them with sparring partners and role models who can offer them advice on important choices in their careers, for instance.

The mentoring scheme establishes a process of mutual learning between mentors and women in the scheme. From their backgrounds, the participants are able to expand cultural understanding and insight to those women executives acting as mentors.

HSH Womentor will also help mentors obtain positive and professional experiences on a personal level that will enhance their skills and broaden their networks.

Participants in the mentoring scheme are

Women from non-western backgrounds, who basically are to have completed a minimum of three years' higher education. They are women in employment or those on their way into employment.

to obtain more contacts in the Norwegian employment world. They come from many different countries like Turkey, Ukraine, Pakistan, Iran, Mozambique, Ivory Coast, and China.

The participants are looking for better networks in business, and



Mentors, HSH Womentor 2009

The mentors are

- 1 Vibeke Hammer Madsen**, Managing Director at HSH
- 2 Anne-Karin Nygård**, General Secretary of Norske Kvinners Sanitetsforening
- 3 HRH Crown Princess Mette-Marit**
- 4 Heidi Lier Wisløff**, Director of Marketing and Research at Forlagssentralen
- 5 Mette Kalve**, Director, N.K.S. Kløverinstitusjoner AS
- 6 Linda Refvik**, Marketing Director, IKEA AS
- 7 Kari Tvete Solvang**, Group Chief Executive, Medema Norge AS
- 8 Kjersti Jørgensen**, Executive Vice President HR at KLP
- 9 Anne Lise Ryel**, General Secretary, Norwegian Cancer Society
- 10 Anne Aasheim**, Responsible Editor at Dagbladet AS
- 11 Elisabeth Hurleen**, Managing Director of Mix

Implementation

The HSH Womentor programme lasts for about a year and a half. The content of meetings between the mentors and programme participants will be based on the wishes of the individuals, their needs and the problems they face.

To get the best out of these encounters, HSH has entered a working relationship with Korn Ferry International AS, which conducts an assessment and interview with all mentors and their participants and then recommends appropriate pairings. An evaluation after the first half year indicates that the process of pairing is essential for the mentoring programme to function at its best.



H.R.H Crownprincess Mette-Marit was present at the opening of HSH Womentor in June 2008.

The Mentor's pupil wants to be Mentor



Antoinette Botti and Anne Lise Ryel

The circle is about to be completed for Antoinette Botti from the Ivory Coast. Since summer 2008, she has been under a mentor's charge with HSH Womentor. Now she wants to act as mentor herself for African women wanting to start a Non-Governmental Organisation (NGO) in Norway.

Many thoughts have been blossoming and maturing in Antoinette's mind since she met her mentor General Secretary Anne Lise Ryel of the Norwegian Cancer Society for the first time with a mixture of trepidation and delight. Both hit it off immediately. After many discussions about becoming a manager in general and a female manager in particular, and discussing how women in business and working life can and should stand shoulder to shoulder to provide each other backing, Antoinette now recognises she is ready to assume a broader mantle and become a mentor herself.

– My discussions with Anne Lise have given me a lot, both personally and professionally. I have learnt things that I couldn't have learnt any other way. The most important thing I have got out of the mentorship is that Anne Lise has taught me how organisations in Norway are organised and structured, and which doors to knock on to get things done. The knowledge and assurance that I have obtained through HSH Womentor has inspired me to help African women to start up a NGO in Norway, says Antoinette.

During the course of the first mentoring year, Antoinette has obtained a job in the secretariat of the Association of NGOs in Norway (Frivillighet Norge). She has also been the initiator and leader of the organisation called Pan African Women's Association, which has now joined up with Frivillighet Norge. She hopes that this will become an umbrella organisation for more African women's organisations in Norway.

– Now it's my turn to open doors for others, just like my mentorship has opened doors for me. I want to share the knowledge I've gained. My aim is to be a good role model, guide, and inspiration and in so doing, help build a sustainable network for African women in Norway. If I can make that a success, I shall have repaid something of what I gained from HSH Womentor.

Antoinette Botti from Ivory Coast has been a mentoring pupil of Anne Lise Ryel, General Secretary of the Norwegian Cancer Society since summer 2008. Now she wants to repay this by becoming a mentor herself to African women wanting to start up a NGO in Norway.



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HSH - the federation of trade and service enterprises is one of Norway's leading employer organisations. HSH is the knowledge partner for business and represents trade and service businesses. HSH guards members' interests and offers advice to strengthen their organisation and competitive power.