

BI MONTHLY NETWORKING/MENTORING BREAKFAST

Company name : Clearstream

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

Every two months, we organize a breakfast under a format of networking/mentoring event.

Audience : selected female Vice Presidents and Directors (around 25) Host : Executive Board Member (woman) & HR Director.

The audience identify in advance a specific topic to be discussed : leadership topic, business development topic, transformation topic

Context

The initiative provides a space for women to express themselves freely, share their perspectives, and discuss topics of mutual interest in a trust environment.

Objectives

Establish an internal community designed to foster networking, mutual learning, and empowerment among women within the organization.

Demonstrate that we are all role models for each other and can contribute to each other development.

Approach

Promote a culture of collaboration and mutual support among women & reinforcing the commitment of Senior Leadership of the company to have more women leaders.

Impact

Women of the audience feels valued and appreciate the psychology safety.

These events are an additional sign that the company encourage women to grow to achieve leadership positions.

« To do »

The topic of the sessions should be prepared in advance.

Preparation work should involve the audience.

Ensure that there is psychological safety so the audience can speak up.

« Not to do »

Ensure to involve the audience in the preparation work to avoid a "passive" posture.

Do not disclose outside of the audience what has been said if it can identify someone.