



Mentorship Program

Career Development Goals

To be completed by mentee/peer-match in conjunction with their manager.

Name: _____ Title: _____ Manager: _____

About the Program

Women in Stone's mission is to recruit, retain, and advance women in the natural stone industry.

The Mentorship program was established in 2015 and has helped lead more than 250 women through a unique learning experience to help build confidence and advance their careers.

Each pair will meet once a month for six months via video chat. Scheduling is flexible based on each participants schedule.

Guidance is provided to participants via strategic webinars and monthly emails. Support includes suggested topics for conversations, tips for setting goals and making the most of your time together, and reminders to keep up with meetings.

I will participate in this program as a (choose one):

- ☐ **Mentee:** Mentees will be paired with a mentor who has more experience in the industry and whose perspectives align with their goals.
- ☐ **Peer-to-Peer:** Peer matches will identify and pair those with similar amounts of experience, in similar roles, and in similar industry sectors.

My focus areas are as follows (rank top two):

- ☐ **Leadership/Career Advancement:** Focused on advancing your career and developing leadership skills.
- ☐ **Stone Industry Knowledge:** Focused on sharing what and who you need to know to be successful in the stone industry.
- ☐ **Sales/Marketing/Communication:** Focused on sharing sales & marketing techniques and experience related to selling stone and communicating with customers.
- ☐ **Technical Knowledge:** Focused on increasing knowledge about stone including fabrication, quarrying techniques, testing standards, stone sourcing, etc.

Manager Feedback

Do you have any input/advice for me as I embark on this 6-month professional development program?

I will be sharing your feedback with my mentor. Are there a few things in particular you'd like us to work on in context to my professional growth?

May I meet with you twice during this process to update you on my experience and share key lessons I've learned?

- ☐ Yes ☐ No

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Manager Signature: _____ Participant Signature: _____ Date: _____