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Who is the guide for?

This guide is for **any woman interested in a career in transport or smart mobility**, or any woman who is already working in transport but wishing to progress and give a boost to her career. ‘Career in transport’ is used in this guide as a wider term referring to any position in the transport sector. You do not have to be an engineer or automotive transport designer – it is for any women interested in the field of transport or mobility.

What is WoMentoring?



Women in management positions are the exception and not the rule in Europe in the transport and mobility sector. Although the equality of women and men is legally established in all countries of the European Union, numerous barriers prevent women from advancing to the boardroom. So far, **women have rarely found support on their career path – this has to be changed. One idea is WoMentoring.**

WoMentoring is a trustful one-to-one relationship between a female mentor and a female mentee, in which the mentor supports the career and development of the mentee, outside of the normal superior-subordinate relationship. Mentoring is **a protected relationship in which learning and experimentation can take place and potential skills and new competencies can be developed.** Mentoring also means getting mentees to perform at their best by harnessing the mentor's experiences and their own experiences.

Why is WoMentoring important?

Identifying strong mentors in your field is the best way to set yourself up for significant career transitions. Your mentor may be able to open up contacts for you to enable you to pursue your goals. Four key features of WoMentoring are:

Coaching: the mentor as a “coach” actively leads and encourages the mentee to develop important skills and attitudes for the future.

Advising: The mentor will assist the mentee in solving problems and making difficult decisions. As a confidante, she helps the mentee to think in larger contexts.

Supporting: The mentor paves the way. This can be simply passing on a telephone number or introducing the mentee to



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professionally important people. She opens up contacts for her that should enable the mentee to pursue her goals.

Networking: The mentor as a networker teaches the mentee to use the informal contacts outside of their own work context, provides access to their own networks.



What should I know?

Successful mentorship takes time and energy from both sides: mentor and mentees. It is not uncommon for both individuals to

become collaborators or even friends. However, the relationship (like any other relationships) depends on interpersonal dynamic and shared passions. For that reason, mentoring isn't one-size-fits-all. Mentees have individual needs so mentoring relationships should offer enough flexibility to suit each circumstance, while allowing the relationships to flourish within a defined structure.

Mentorship is based on trust, mutual respect and empathy. Mentees should feel understood and listened to so they feel comfortable disclosing vulnerabilities and doubts. The mentee can fully benefit from the mentor's experience and advice only by discussing honestly their concerns and issues. However, it is important to have realistic expectations of what your **mentor can and can't support you with**. This should form part of your initial discussion with your mentor. A mentor is not a therapist or someone who will solve your problems. A good mentor will help you to find the right solution by asking questions and offering a different perspective.



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Step by step guide to identify a female mentor

<h1>1</h1>	<p>Identify your goals and challenges</p> <p>Before you will even identify your future mentor it is essential to clarify your development goals. Ask yourself what development areas would you like to work on with your mentor? Alongside setting your goals and objectives it is worthwhile to identify potential barriers that could impede your progress. Think what could be the key challenge for each objective and how will you overcome it.</p> <p>Remember: your mentee is not going to make decisions for you or direct you. Your mentor will support your desired area of development, offer supportive advice and information that would help you make more informed choices with confidence and persist in the chosen course</p>
<h1>2</h1>	<p>Approach the mentor</p> <p>Look for the suitable mentor inside and outside of your network. You can meet your future mentor at a conference, professional meet ups or networking events. At the end of this booklet we included contacts that could help you to find the right person. There are already organised mentoring schemes you can join where you can be matched with a suitable mentor. It's good to have an informal meeting to get to know each other's background, professional situation, aspirations and passions and to see if you have a good rapport.</p>
<h1>3</h1>	<p>Set the boundaries</p> <p>Setting the boundaries from the beginning is very important. On the first meeting you can discuss how frequently you will meet and what is the preferred way of communication (such as email, Zoom, Skype, face to face). You should also discuss how you will review your progress and how frequently. Are you going to keep some written records? Will you set an agenda for each meeting? Do you want to discuss confidentiality? How will you review the relationship? The first meeting is a good time to discuss expectations, set the group rules for the relationship and get a better understanding of each other's background and current situation.</p>



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Why should I do this? Successful women's voices



Dr Clare Linton, Policy and Research Advisor at Urban Transport Group, the UK's network of city region transport authorities

"By ensuring the transport workforce better reflects the population served, we can ensure that it is inclusive and delivers for everyone."

Ali Bell, Head of external communications for UK Bus at National Express

"Do not stay where you are tolerated - go where you are celebrated."



Charmaine Swann, Principal Research Analyst at Transport for West Midlands

"It is more important to be respected than to be liked."



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How do I start? Taking the first step.

The following list provides you with an overview of existing networks connecting women working in the transport sector. Have a look and find resources, role models and contacts that will help you to find your future mentor.

Name of the organisation (alphabetical order):	Website
EveryWoman	https://www.everywoman.com/
Moving Ahead	https://moving-ahead.org/
The Chartered Institution of Highways & Transportation (CIHT) Women in Transport	https://www.ciht.org.uk/professional-development/get-involved/women-in-transport/
Women in Aviation and Aerospace Charter	https://www.wiaacharter.com/about/
Women in Aviation International	https://www.wai.org/
Women in Logistics and Transport (WiLAT) at CILT International	https://www.ciltinternational.org/membership/women-in-transport-logistics/
Women in Logistics and Transport at Chartered Institute of Logistic and Transport	https://ciltuk.org.uk/About-Us/Professional-Sectors-Forums/Forums/Women-In-Logistics.aspx
Women in Mobility	https://www.womeninmobility.org/london
Women in Mobility & Energy Environment Network (WIMEN)	https://www.wimen.at/index.php?q=en
Women in Rail:	https://womeninrail.org/
Women in Transport	https://www.womenintransport.com/
Women’s Transportation Seminar International	https://www.wtsinternational.org/
Young Rail Professionals	https://www.youngrailpro.com/

Note. Some of the above organisations operate nationwide across the UK or even globally but don’t shy away! They are inclusive and designed specifically to help people like you to advance their careers. Please remember that you don’t have to reach out to people who live far away from you, you can find your future mentor locally, by attending events or meetups. Having a local mentor gives a great advantage because you can meet them in person and build better rapport.



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Alternative resources

Building your career with support from your mentor takes energy and commitment and can develop into a long, successful relationship. It may take time before you will find a mentor. Before you find one you can start working on your goals and create a vision of your future career. Luckily, there is an abundance of resources you can access now that can help you to grow professionally and personally. You can surround yourself with inspiring women and motivational stories that are already out there for free, accessible for all. Some of the resources you can access now:

- Articles, blogs, journals
- Books, diaries
- Online tools like worksheets, exercise
- TEDx, YouTube and Reddit
- LinkedIn.com
- Podcasts, interviews
- Online mentoring communities
- Following role models on social media

Enjoy Your **WoMentoring!**

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