



# STEMAZING WOMEN MENTORING PROGRAMME

NURTURE YOUR FEMALE TALENT  
AMPLIFY A CULTURE OF INCLUSION

## 6 Month Accelerator Mentoring Programme for Women in STEM

Give your valuable female talent the opportunity for focussed external mentoring on this 6 month accelerator programme. They will develop clarity and confidence in their personal potential and feel empowered to bring their whole self to work. This will maximise their impact to benefit themselves, their team and your business.

STEM IS THE COMBINATION OF  
SCIENCE  
TECHNOLOGY  
ENGINEERING  
MATHS

STEM ORGANISATIONS OFTEN SUFFER FROM A LACK OF DIVERSITY & INCLUSION (D&I).  
D&I LEADS TO GREATER INNOVATION & BUSINESS PERFORMANCE.  
STEMAZING LTD IS DEDICATED TO IMPROVING D&I IN STEM.  
STEMAZING WOMEN MENTORING AIMS TO SUPPORT RETENTION & PROGRESSION OF FEMALE TALENT.

Professional Mentoring with Alex Knight CEng FIMechE  
[WWW.STEMAZINGLTD.COM](http://WWW.STEMAZINGLTD.COM)



## Why use an external mentor?

Company mentoring schemes are very valuable, but even with the best intentions, it is hard to ensure regular dedicated time between the mentor and mentee. The inevitable day job priorities get in the way. Investing in an external mentor demonstrates you value your talent and means your Stemazing Women are guaranteed time from their mentor, 100% focussed on them. It can also help the mentee feel they can be truly honest about their fears and what is holding them back, as the external mentor is not someone with career progression influence. This all improves mentoring effectiveness.

## Why use me?

I'm not just a mentor/coach. I am a Chartered Engineer, Fellow of the IMechE, Visiting Professor with the Royal Academy of Engineering and on the Board of the Women's Engineering Society. I've enjoyed working in engineering for more than 15 years, with the majority of this in engineering consultancies solving technical and organisational challenges for a range of industries and sectors. But what I love most is helping others develop and shine. I've mentored women in engineering for years and hold a mentoring qualification from the CMI. I have developed tools and techniques that I use with my mentees to increase their self-awareness, understand their strengths, build clarity and confidence and grow a belief in their own potential.

I set up Stemazing Ltd because I am passionate about championing diversity and inclusion in STEM. I've had a fulfilling engineering career to date, but I always felt somewhat dissatisfied with the lack of focus on D&I in engineering organisations, as I truly believe this is a key enabler for people and businesses to thrive. As they say - be the change you want to see - so I am choosing to focus on helping the STEM field become more diverse and inclusive. A key component of this is mentoring women in STEM to help them to thrive as individuals and support retention and progression of female talent in organisations.

## What can the mentees expect?

- Online Strengths Finder assessment as part of Discovery pre-work.
- Each month - 55min Mentoring Session + 25min Touch Base phone call.
- Optional monthly 55min Mentoring Circle including other mentees.
- Mentoring focus tailored to the individual, but common topics include:
  - Building confidence, resilience and tackling imposter syndrome
  - Setting career goals and gaining Professional Registration
  - Stand out and shine when you speak and present
  - Being a role model and supporting a culture of inclusion
  - Nurturing and self-care for well-being
  - Developing your personal brand
  - Growing your network and influence.

## What's next?

1. Initial phone chat to discuss your requirements and understand how Stemazing Women mentoring aligns with your business values and objectives.
2. Agree approach for a tailored mentoring programme to suit your female talent.

6 month programme with option to extend after review. When STEMÁZINGWomen membership site is launched all mentees can join this community free for one year with access to helpful, empowering resources and the opportunity to build their Stemazing Women networks.

All mentoring sessions are conducted virtually.