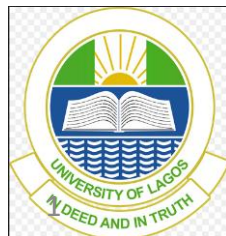




Growth and Mentorship

An Agenda for Women Empowerment in the Workplace

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Outline

- Introduction
- Growth: Tackling Mindsets
- Mentorship: What? How? Why?
- From Mentorship to Sponsorship
- What Growth and Mentorship mean for Women in Planning
- Conclusion

What is mindset?

Mindsets are beliefs and perceptions. Your mindset shapes how you make sense of yourself and the world. Mindset influences how you think, feel, and behave in any given situation.

What kind of mindset do you have?



Based on the belief that your qualities are cultivated through *personal efforts, strategies, and help from others*

I can learn to do anything I want

I am a constantly evolving work in progress

The more you challenge yourself, the better you become

I only fail when I stop trying

That job position looks challenging. Let me apply for it



Based on the belief that your qualities are carved in stone.

Either I am good at it or I am not

That is just who I am . I can't change it

If you have to work hard, you don't have the ability

If I don't try, then I won't fail

That job position is totally out of my league

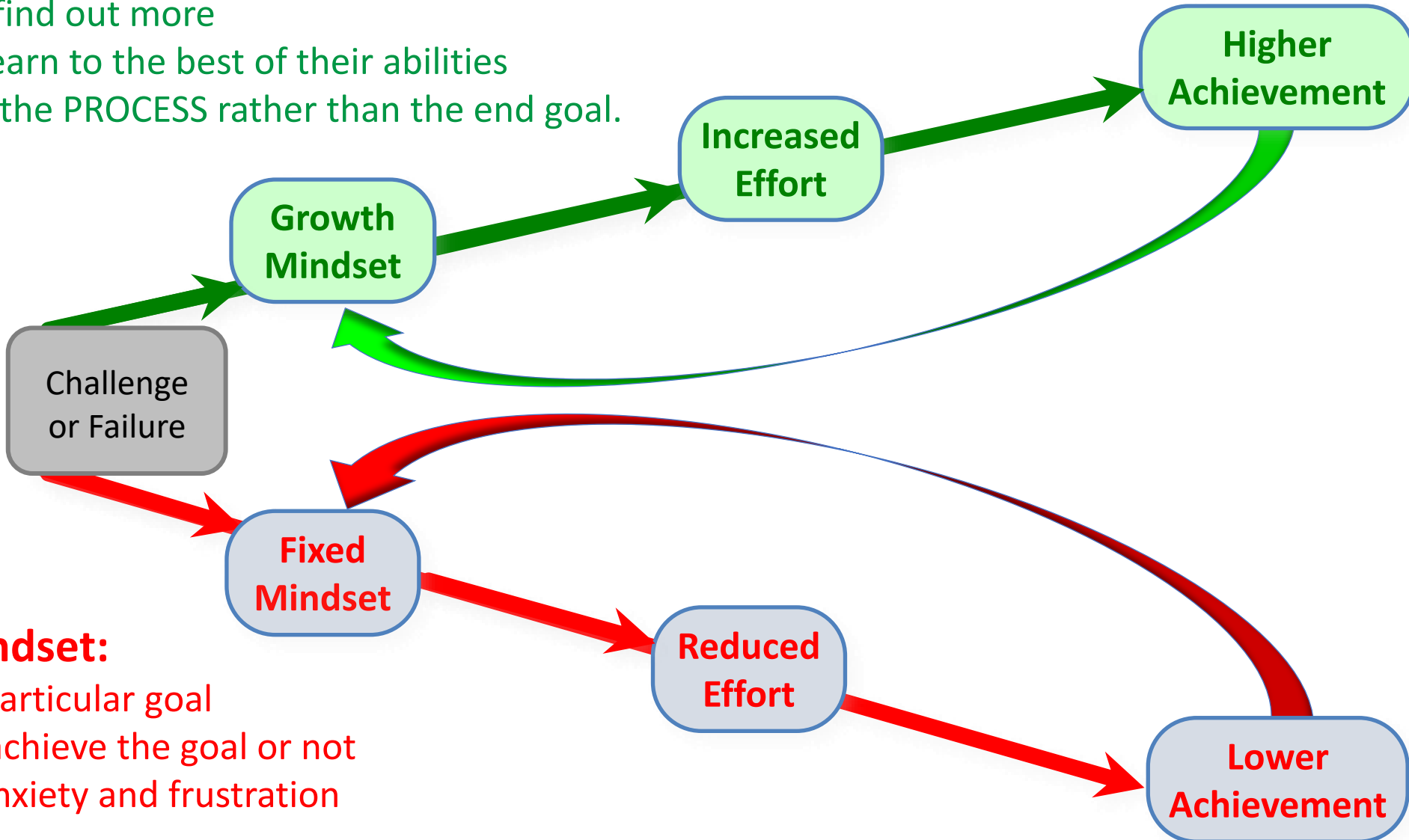
Recursive Processes

Growth mindset:

Wants to find out more

Want to learn to the best of their abilities

It's about the PROCESS rather than the end goal.



FIXED Mindset:

Aims for a particular goal

Will either achieve the goal or not

Increased anxiety and frustration

How Do Everyday Interactions Shape Mindsets?

- The **language** we use tells others what we believe and what we value
- **Feedback** tells us what is expected of us and what goals we should have
- **Effort** or the lack thereof determines if we have a fixed or growth mindset



How to unfix a fixed mindset

- **Focus on the journey.** See the value in your journey. When you're fixated on the end result, you miss out on all the things you could be learning along the way.
- **Incorporate "yet."** If you're struggling with a task, remind yourself that you just haven't mastered it "yet." Integrating this word into your vocabulary signals that despite any struggles, you can overcome.
- **Pay attention to your words and thoughts.** Replace negative thought with more positive ones to build a growth mindset.
- **Take on challenges.** Making mistakes is one of the best ways to learn. So, instead of shying away from challenges, embrace them.
- **Make a commitment to grow:** By reducing big tasks to chewable bits, and setting apart the time to tackle them, they do not seem so overwhelming.

Mental Contrasting

The contrast is drawn between what is desired and what needs to be done to make that desire a reality.

If.....then.....

e.g. ***If I want to*** play the piano, ***then I must*** practice every night.

If I want to become a Professor, ***then I must*** publish three papers every year. ***If I want*** to publish three papers every year, ***then I must*** commit time (six hours) to research/read/write every week.

Insert your personal commitment here:

In 2022, If I want to, then I mustevery day/week/month

MENTORSHIP

Mentorship

*A mentor is one who **facilitates professional and personal growth** in an individual by **sharing insights, providing encouragement, and opening doors***

Why mentoring is important:** It is a key learning and developmental relationship that **supports career growth and advancement

Why mentoring matters for Professional Women:

A strong professional network connects you to unique resources.

A mentor helps you get unstuck and prevents you from making avoidable mistakes.

No one can make it on their own

Mentoring is:

- Relationship centred developmental process
- A forum to share knowledge, experiences and perspectives
- A safe space to try new things and take risks
- Being accountable for your own learning and progress
- An opportunity to have support in setting and achieving goals
- A contact sport requiring active participation by mentor and mentee

Mentoring is not:

- A guarantee of Promotion
- A networking opportunity for jobs
- Coaching or Counselling
- A passive experience

Forms of mentoring

- One-on-one mentoring
- Committee mentoring
- Zone mentoring (by area of expertise)
- Peer mentoring
- E-mentoring
- Seminars, panel discussions, performance and career development workshops

Mentoring Functions

Career Functions: help the mentee learn the ropes and prepare for career advancement.

- Coaching
- Challenging assignments
- Exposure and visibility
- Protection

Psychosocial Functions: help the mentee develop a sense of competence and clarity of identity.

- Role-Modeling
- Acceptance and confirmation
- Counseling
- Friendship

Desirable Mentor Roles

- Accessible
- Listens patiently
- Committed to building a relationship
- Commits to giving mentee time
- Encouraging
- Open and willing to share experiences
- Knowledgeable and willing to offer experience , wisdom and advise
- With wide network and willing to provide introductions/ interested in helping
- Offering critical assessment in a constructive manner
- Not overbearing and focused on nurturing mentee's self-sufficiency

Desirable Mentee Roles

- Available
- Listen patiently
- Committed to building a relationship
- Committed to learn
- Have a positive attitude
- Transparent
- Actively seek advice and feedback on decision making
- Have a growth mindset
- Be Committed to personal growth
- Ready to act on advice from mentors

Expectations for Cultivating a productive Mentoring Relationship

- Interact with respect and professionalism
- Build trust by articulating and fulfilling expectations
- Engage in partnership building activities and exchange of learning rather than one-way advice
- Build mentee's sense of self-efficacy
- Be sensitive to power dynamics and cultural nuances
- Time management
 - Set a schedule of meetings (e.g., monthly)
 - Co-develop an agenda for each meeting
 - Discuss a time frame for relationship closure/ renewal

Mentor

Advice
Guidance
Make introductions
Give feedback

Sponsor

Gender Related Insights from Research on Mentoring

- Relational support is twice as important for job satisfaction of women than men, even among corporate high performers (Bilimoria et al, 2006; Ibarra, Carter, and Silva, 2010)

Women mentees:

- Were mentored mostly about:
 - **Psycho-social support** (understanding themselves and the ways they operate, navigating politics, and work-life issues)
 - **Developmental advice** (guidance about ways to change themselves) and extra work assignments including extra travel and meetings
- Had mentors with **lower clout** (mid-level managers)

Men mentees:

- Were mentored mostly about:
 - **Career functions** (planning next moves, how to take charge in next roles, and figuring out how to achieve career goals)
- Received **active sponsorship** by the mentor (advocacy, resources, visibility, opportunities, network connections)
- Had mentors with **higher clout** (executive team level)

Individuals who are most satisfied with their rate of advancement are individuals with sponsors.

- Fully 70 percent of sponsored men and 68 percent of sponsored women feel they are progressing through the ranks at a satisfactory pace

Research conducted at the Center for Talent Innovation (CTI) shows that **sponsors, not just mentors, give you real career traction** and put you on the path to power and influence by affecting three things:

- **pay raises**
- **high-profile assignments**
- **promotions.**

What it means for Women in Planning

AIM AND OBJECTIVES:

- i. Promote, preserve and protect the interest of women in Town Planning.**
- ii. Create and sustain public awareness on the role of the women in Town Planning.
- iii. Develop, maintain and enhance partnerships with Commonwealth Association Planners (CAP), United Nations (UN) Women Member Organization, Women in Cities International, Women Transforming Cities and other Organizations pursuing similar gender related objectives in the Built Environment.
- iv. Strengthen the voice and leadership of women through continuous advocacy in sustainable human settlement and ensuring that gender equality issues remain high on the National agenda in the built environment.**
- v. Initiate, organize, promote and enter into any enterprise deemed beneficial to the Association as may be approved by NITP
- vi. Encourage young girls and women to acquire education, training and pursue a career in the profession.**



MISSION:

Supporting women Town Planners and female Urban and Regional Planning (URP) students under training in Tertiary Institutions through advanced education, research, training and skill acquisition.

CORE VALUES:

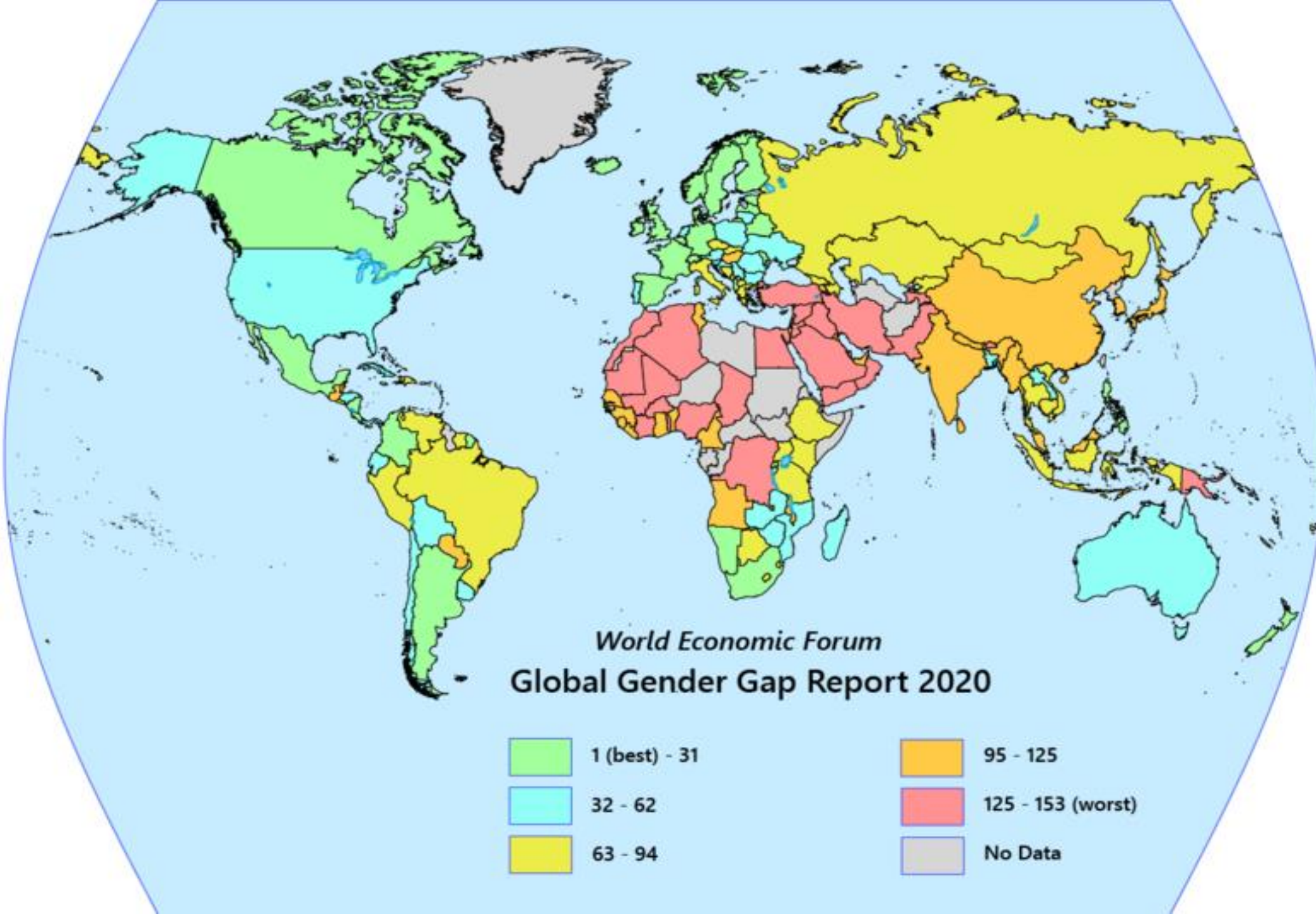
Professionalism; Integrity; Accountability; Inclusiveness; Partnership; Team Work

REQUIRED ACTIONS:

Advocacy, Growth, Mentorship, Sponsorship



Global Gender Gap Report 2020



Conclusion

- Adopt a growth mindset
- Seek personal and professional growth
- Make a personal commitment to mental contrasting
- Seek out a mentoring relationship: be a supportive mentor and/or a receptive mentee
- Active shift in female mentorship priorities from psychosocial to career
- Aspire to jobs/career roles with higher clout
- Be a Sponsor and commit to supporting other women from early in their learning and professional journeys