

VAAHINI VIDEO 2 HOW TO LEVERAGE MENTORSHIP TO MOVE TOWARDS SENIOR LEADERSHIP

VIDEO TRANSCRIPT

Hi! My name is Shubreet and I'm here on behalf of Vaahini to speak to you about 'Women at Work'.

Are you a woman looking to advance to the next level in your career? Mentorship can be your leaping board.

Women with the will and potential to excel can leverage mentorship to thrive in their careers. For mid-career women, mentoring is way more than just the influence, guidance and direction offered by the mentor. It is a proven, pragmatic and research-backed holistic solution for ambitious and deserving women like you who wish to move up the ladder. Seek your mentor now! Make the best of mentorship programs if your organization offers one or else just identify a mentor yourself.

Here are five ways how mentorship can truly guide and help women across industries achieve their aspirations and rise ahead.

Number one, gaining clarity. Well begun is half done.

Are you ambitious but at a crossroads as to what you want in your career? Leadership means different things to different people. Whether you want to be a people manager and manage large teams or be a subject matter expert in your field of interest. A mentor can help you prioritize your core goals and be laser-focused about your leadership objectives.

Number two, understanding the gaps. What's your biggest challenge in moving higher in your career? Often, we might overlook our areas of improvement, be it technical or people skills, mentors can help you objectively identify the same so you can work on what needs to be improved or enhanced. From honing your people management skills to improving your technical know-how, mentors can help you put your finger on what's missing and bridge the gap with ease.

Number three, networking with potential sponsors. Recommendations and endorsements often help people march ahead in their career. So taking your mentor's help to network with people of



high influence can really help accelerate your way through promotions. Not only that, it may also help you switch over to a field that is more aligned with your strengths and leadership aspirations. Remember, your network can push your net-worth.

Next, embracing the leadership persona with confidence. There are times when you may question your own leadership abilities, doubting whether you really have it in you. A mentor's assuring support and feedback can do wonders to your overall confidence, personality and perspective. A mentor can lead you by example and help you transform to your fullest potential as an individual and as a leader.

Next up, balancing work and life. With centuries of conditioning that have tied women down as being the sole carriers of caregiving responsibilities, many women might find it exhausting to balance professional and personal scales. An open and honest conversation with a mentor can help women deal with, let's say, mother's guilt or the pressure that comes with handling traditionally assigned gender-based roles. An understanding mentor, especially a woman, can help you realize that maybe striking the perfect work-life balance is not always possible and help you prioritize one over the other on-a-need-basis with minimal impact on your career growth.

"Careers are a jungle gym, not a ladder," quips Sherly Sandberg in her bestselling book, 'Lean In'. If you can have help as mentorship along the way, then why not leverage it to the fullest and achieve your aspirations? Go make the most of it to move towards that leadership seat now!

We do hope you found these tips helpful. Stay tuned to Vaahini for a lot more coming up soon.

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