



# Mentoring programme guide



# Introducing Muslim Women Connect

Muslim Women Connect is a UK-based organisation that brings together Muslim women through mentoring programmes, events and networking opportunities to support their career development and personal growth.

Our vision is to cultivate a strong and supportive network of Muslim women who, guided by their faith, set high aspirations for themselves and strive for excellence in their personal and professional lives. We champion women who uplift those around them and value self-reflection, continuous development and self-care.

Delivered **by** Muslim women,  
**for** Muslim women.





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# What is mentoring?

A mentoring relationship is a professional partnership in which a more experienced mentor provides guidance, advice and support to a less experienced mentee.

A mentor will:

- Support their mentee's development through discussion and reflection.
- Signpost relevant opportunities, resources and networks.
- Suggest ideas and perspectives the mentee may not have previously considered.
- Review action plans or work completed by the mentee and offer constructive feedback.

A mentor should not tell the mentee what to do or complete actions on their behalf.

Mentoring is also a two-way learning experience. Mentors are encouraged to remain open to learning from their mentee throughout the programme.



# How does the programme work?



## Six months of 1:1 mentoring

Mentees are paired with an experienced Muslim woman mentor and work together over six months on personal and professional development. The programme also creates space to reflect on how faith connects with career growth.

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## Sector-specific mentoring pairs

Each mentee is matched with a mentor who has experience in their desired sector, providing relevant guidance, insight and support.

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## Three skills masterclasses + events

Alongside mentoring, mentees attend three career development masterclasses led by Muslim women experts, plus community events and networking opportunities. Mentors also receive training and peer support throughout the programme.

**Eligibility:** Participants must be Muslim women living in the UK aged 18 or above.

**Considerations:** Mentoring sessions will take place **remotely** as this is the best way for our small team to reach women across the UK. This means you may be paired with a mentor or mentee who lives in a different town or city.

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“

[The induction] was wonderful, and very helpful to meet the team and other mentors! You did an excellent job managing so many people so efficiently and talking us through expectations and timelines.

—— **Mentor**

Jan-June 2021 cohort

# Who is the programme for?

## Open to Muslim women in the UK who:

- Are aged 18+
- Have not previously taken part in the MWC Mentoring Programme as a mentee.

## This programme is ideal for Muslim women who are:

- Early in their careers and looking to accelerate their development.
- Exploring their next job opportunity.
- Working towards a promotion or pay rise.
- Seeking better work–life balance, including mothers returning to work.
- Considering a career change.
- Starting or growing their own business or start-up.
- Aspiring to become the next generation of Muslim women leaders.



# What will I gain from the programme?

## **The aims of the mentoring programme are to:**

- Provide support and guidance to Muslim women in their careers.
- Encourage personal, spiritual and professional growth.
- Instil ambition and high aspirations in participants alongside self-compassion and self-care.
- Equip participants to confidently embody Muslim values in the workplace.
- Facilitate the development of a supportive professional network.

At Muslim Women Connect, community is at the heart of everything we do. We believe it truly takes a village to survive and thrive as a Muslim woman at work.

Throughout the programme, we encourage mentors and mentees to build meaningful connections with others in the MWC community.

We support this through optional community spaces and events, including:

- Group chats for the whole cohort and sector or interest-specific groups.
- The MWC Community LinkedIn group.
- Monthly meet-ups, either online or in person.
- Community events and socials.

# A note on access

We encourage anyone who meets our eligibility criteria to apply, including those with access concerns.

We recognise that not everyone has reliable Wi-Fi, access to their own device, or the same level of support to participate. Some applicants may also have additional needs that could make taking part more challenging.

We are committed to making the programme as accessible as possible and will work with you to ensure your needs are supported so you can fully benefit from the experience.

If you, or someone you know, would benefit from the programme but have accessibility concerns or additional needs, please get in touch. We will do our best to make the necessary adjustments to both the application process and the programme.



I feel so energised, uplifted and supported. We have outlined a focus per session, and I'm really excited for my next session and the help my mentor can provide.

**Mentee**

Jan-June 2021 cohort

# How do you choose mentees?

To apply, prospective mentees must complete an application form available on our [website](#).

Applications are reviewed in line with the aims of the programme. We look for women who will benefit most from the support offered and who demonstrate a genuine commitment to their personal development, the wider community, and the values embodied by Muslim Women Connect.

We want to hear your authentic voice and personality, so please don't feel pressure to submit a "perfect" application like you would for a job.

Instead, we encourage honesty and reflection. Tell us why you feel a mentor would support your journey and how you hope to grow through the programme.

Take a deep breath, **say bismillah, and apply**. We can't wait to get to know you.



# How do you choose mentors?

To apply, prospective mentors must complete an application form available on our [website](#).

Mentors must be Muslim women who feel established in their careers and are ready to provide guidance and support to a mentee. Applications are assessed based on who can best fulfil the aims of the programme and who demonstrates the empathy, patience, and compassion needed for a strong mentoring relationship.

We look for mentors who show a genuine commitment to supporting their mentee's development.

Mentors are expected to:

- Provide six mentoring sessions over the six-month programme.
- Complete a short monthly feedback form to help us monitor mentee progress.

Reliability is one of the most important qualities in a mentor. Trust is the foundation of a successful mentoring relationship.

For this reason, please only apply if you are able to commit fully to supporting a mentee throughout the six-month programme.



# Next steps for applications



## Submit your application

Complete the application form on our website:  
[muslimwomenconnect.com/mentoring](https://muslimwomenconnect.com/mentoring)

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## Application review

We aim to contact all applicants within three weeks of the application deadline to share the outcome of their application.

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## Training and induction

Successful applicants will be invited to attend a compulsory training and induction session.

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## Mentoring begins

After completing the induction, you will be matched with your mentor or mentee and the mentoring journey will begin.



Perfect match. [My mentor] understands my story and [is] someone who is eager to help me on my career progression.

— **Mentee**

Jan-June 2021 cohort



We can't wait to  
receive your  
applications!

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