

Why Women Mean (Better) Business

The role of Mentorship



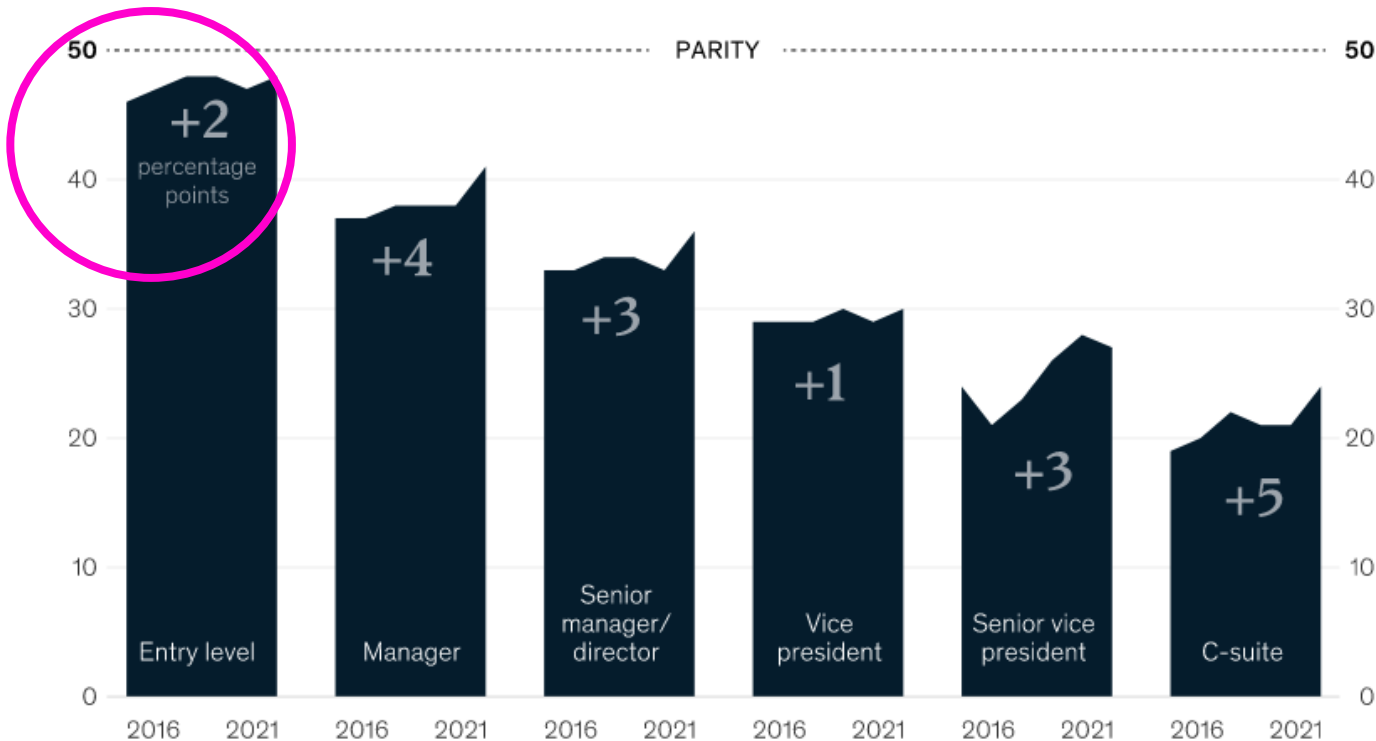
Karen de Bruyn
Chief Project Officer – G7 Renewable Energies
Founder of WE Connect
Solar Power Africa – February 2022

Female career vs project growth of RE

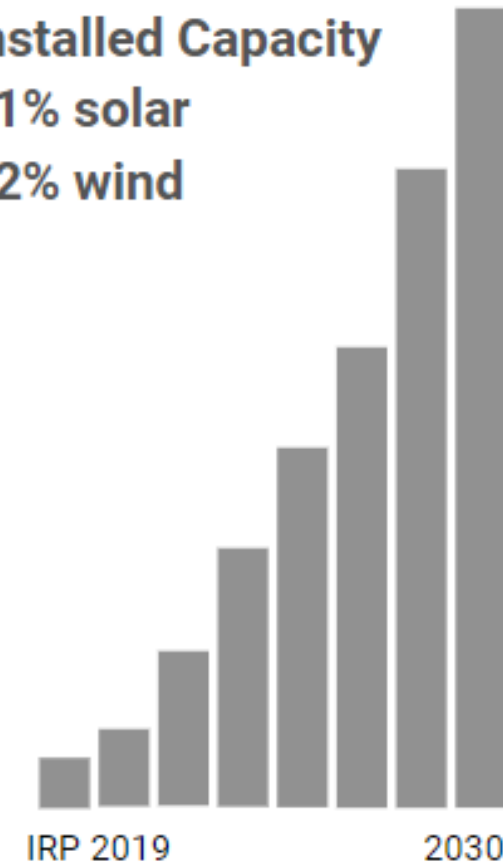


Despite small gains in the pipeline, women remain underrepresented across the corporate ladder.

Representation of women by level, 2016–21,¹ % of employees



Installed Capacity
11% solar
22% wind



¹Data as of end-of-year 2015 and end-of-year 2020.
Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

“One on board club”

Mentorship



A barrier to women progressing is the lack of access to mentorship

Benefits are plenty

Learn from
other's
experience

Advocated for,
support

Confidence

Self reflect

Improved goal
setting

Network

New perspectives

Art of question
asking

WE Connect



May 2020: WE Connect Launched

- Networking
- Knowledge sharing
- Mentorship

One of twelve recognised national associations for gender in RE NPO – currently all self-funded

National associations:



- Argentina: **AMES** (Asociación de Mujeres en Energías Sustentables de Argentina)
- Australia: **Women in Renewables** (Clean Energy Council); **Women in Energy**
- Canada: **WiRE** (Women in Renewable Energy)
- Germany: **Women of Wind Energy Germany**
- India: **WiS** (Women in Sustainability)
- Mexico: **Red Mujeres** (Red Mujeres en Energía Renovable y Eficiencia Energética)
- South Africa: **WeConnect RESA**
- Turkey: **TWRE** (Turkish Women in Renewable and Energy)
- UAE: **WISER** (Women in Sustainability, Environment and Renewable Energy)
- UK: **POWERful Women**
- US: **WICS** (Women in Cleantech and Sustainability)
- US: **WRISE** (Women of Renewable Industries and Sustainable Energy)

Feb 2021: **WE Connect Pilot Mentorship Programme** Launched

- Online
- Diverse co-hort
- Facilitated by Business Coach Paula Quinsee



Lesson 1: Types of mentorship



**One-on-one
Mentoring**



Group Mentoring



Peer Mentoring



E-mentoring



Reverse Mentoring

Lesson 2: Set the expectations for mentorship that fits your schedule



Time is precious

Agree upfront the frequency and once you make the commitment, honour it

Scheduling sessions – agree who takes care of this

Use your mentor as a compass not a map

Mentorship relationships can be temporary - its not a lifelong commitment

Lesson 3: Male perspectives & group mentoring



Not a women's problem but a problem about women

Group mentoring including men

Vulnerability & psychological safety

Can easily be duplicated at company or team level



Lesson 4: Renewable Energy Context



Having a mentorship relationship with someone in the Renewable Energy industry is beneficial

Trade secrets

Relatively young workforce being promoted into leadership roles early in careers



Mentorship through internships



Over the past decade and more, G7 have taken on 37 interns, of which more than 60% are currently involved in renewable industries

~30% were female

60% of both males and females that participated remains employed in RE



How can you get involved?



The 2022 WE Connect Mentorship Programme is open and WE are looking for our 2022 co-hort

- Mentees:

- Female mentees / other underrepresented genders
- Guide:

Starting out in your career to +- 2-5 years experience
senior individuals looking for mentorship

- Mentors:

- Female/Male/ other underrepresented genders
- Senior

- Must work in renewable energy
- Can be international applicants with SA context
- Willing to form new connections to improve gender diversity

Applications closing: 16 March 2022
See LinkedIn: @WEConnect_RESA



Thank you



Let's connect:

Chief Project Officer – G7 Renewable Energies

Karen@g7energies.com

Founder of WE Connect

info@womenenergyconnect.org

LinkedIn: [@WEConnect_RESA](#)