



WP 3 Mentoring Work-Shop in Oslo

March 21. 2006

Participants

Solweig Eriksson, Sweden
Eira Hakola, Finland
Astrid Hindriks, Estonia
Gaida Kabral, Estonia
Ingeborg Knevelsund, Norway
Baiba Rivza, Latvia
Pirjo Väisänen, Finland
Sirje Vällman, Estonia
Leena Heiskala, Finland

1) Participant presentations and situations in different countries

All participants gave a short presentation on their country mentoring situation.

Baiba Rivza, leader of WP3 as well as the lead of whole FEM in Latvia, told that they have a strong background for mentoring in micro credit (mc) group activity. At the moment they have 35 mc groups, 15 of these are working in FEM. There are 3 mentoring groups and 20 pairs working in Latvia. They have created a data base on mentors. They participated mentor competition arranged by Lidere mentoring project in Latvian cities and got a lot of positive publicity. There has emerged a strong need of mentoring manual in Latvia.

Solweig Eriksson from Sweden, a mentor and working with many projects, is not working, at the moment, with mentoring but she is very interested in it and follows the FEM project. In Sweden there are 3 mentoring groups in two regions.

Ingeborg Knevelsund from Norway told that 7 mentors have been trained and they all now have groups and pairs of their own.

Astrid Hindriks from Estonia, Pärnu, is a seminar organiser with 7 years in business and a mentor.

Sirje Vällman, leader of WP3 in Estonia, told they have 6 groups and 2 pairs + some trained mentors with no group. They are interested in study trips to other countries and especially in meeting other mentoring participants.

Pirjo Väisänen, co-ordinator from Finland South-Ostrobothnia, told about their 2 groups both with two mentors. The groups have worked together already over a year and they'll continue at least to November 2006. They also had e.g. expert evenings, prepared marketing and business plans and made visits to their sister groups in Kainuu and to Russia as well as to Latvia. The needs and hopes of the participants are to find real business contacts with other mentoring actors.

In Finland, in Kainuu 2 mentoring groups have got the mentors trained and continue to work.

Eira Hakola comes from FEM partner organisation, Region of South-Ostrobothnia.

Gaida Kabral from Estonia is a mentor.

Leena Heiskala, leader of WP3 and project co-ordinator of the whole FEM.

2) Strategy for mentoring and main activities in coming milestones

We discussed the strategy for mentoring, the paper sent to all partners. The main goal and principles were accepted by all participants. The goal is that mentoring will be understood as a win-win activity and the work is voluntary. The principles are that the target groups are used as an instrument to develop and test the methods and tools to be used in mentoring. The result of FEM mentoring will bring out the best practises to be used in FEM countries and mentoring will be a widely used and accepted tool among women entrepreneurs. A copy on strategy and action plan enclosed.

3) Mentoring manual

We discussed the mentoring manual needs and possibilities on the bases of the outline prepared by Leena. The issues emerged were

- need and use of manual.
 - for whom and for what purpose; is it for the co-ordinator, only or also for the mentors and actors, other stakeholders with interest in mentoring
 - how practical it should be, instrumental working book, tool used as a guide, a notebook and check list by coordinators and mentors/actors or more theoretical and analytical
- form of manual
 - should it be on paper (ecological paper) or also in the net or only in the net
 - should it be in English and in Russian and in all the FEM languages
- realisation of manual
 - all countries work together
 - Leena prepares the concept by the end of April
 - the draft will be first discussed by mail and at the meeting in Estonia in October
- costs of manual
 - it was suggested that lead partner would pay for the translations and printing the manuals

4) Other issues

We agreed that Baiba will prepare a bases for the survey of experiences to be conducted in MS5.

Notes by Leena Heiskala at Palvelupartio Oy