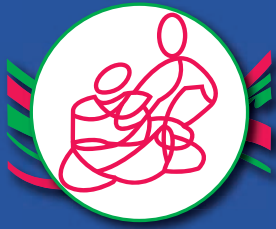


Mentoring Newsletter



جمعية شبكة النساء الرائدات
Réseau de Femmes pour le Mentoring/Networking
Moroccan Women Mentoring/Networking
Concept Innovateur et Pionnier au Maroc

Mentoring Newsletter N° 10 - October - December 2013

Important dates to save

- **January 13th-15th 2014**
Learning and sharing event
Royal Mansour Meridien
Hotel, Casablanca
- **January 15th, 2014**
"Action Research" global
project presentation to the
audience coming from abroad
Royal Mansour Meridien
Hotel, Casablanca
- **February 17th, 2014**
Board meeting
- **March 29th, 2014**
3rd Ordinary General Assembly
Rabat

Forum Organizing Committee Members



The Honorable Cherifa **Lalla Oum Kaltoum Alaoui**,
Deputy Chairman of UNFM, has honored us during
this 3rd Edition of our Forum

Board Meetings

- **Wednesday, October 2nd 2013**
- **Friday, December 6th 2013**

Our partners



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COMMITTEE

Partnership

Women Participation in Public Life (WPPL)

Rabat, October 8th, 2013

Mrs Aicha BOUHJAR, Mrs Asmaa HAFIDI ALAOUI, Mrs Hafida BENCHRIFA, Mrs Mouna SEBBAHI, Mrs Fatima AGNAOU and Mrs Khadija ASSARI were present at the dinner, that took place on Tuesday, October 8th, 2013 at British Council Director's place to whom we express our gratitude for the warm hospitality. This friendly meeting was an opportunity to share the learning, exchange, and also discuss future actions related to "Women Participation in Public Life" project and to talk about the successes of previous events.

Launching of « EMCC Morocco » organization

Casablanca, October 24th, 2013

A project with a special ambition has emerged on October 24th, thanks to the partnership with EMCC Europe. Mentors and/or professional coaches (Men and Women), leaders from the private and semi-private sectors were present at the opening of EMCC Morocco chaired by Mrs Ilham ZHIRI. 15 MWM members were among them: Hind JALAL, Afaf EL FASSI, Asmaa ALAOUI HAFIDI, Ehtimad BENSALAH, Imane ENNASRI, Hafida BENCHRIFA, Fatima AGNAOU, Souad ALAMI, Aicha BOUHJAR, Mouna SEBBAHI, etc.

EMCC Europe is present in 68 countries, and gathers more than 5000 members. Morocco is the 68th country to join EMCC community with the aim to promote good practice, quality and professionalism of Mentoring and coaching.



Supporting the Development of Professional Organizations

Under the project «Supporting the Development of Professional Organizations» about financial, a training program tailored to the needs of various professional organizations in the region of Rabat was held during the month of October. This program includes three components (Technical Assistant & Capacity Building, Training, Monitoring & Support). It was initiated by the American State Department and funded by MEPI (Middle East Partnership Initiative). Its aim is to explain to all participants the content of the program and its major objectives. This program gathered 50 participants, IESC and MWM staff, and trainers.

The program also included two different trainings over a period of 2 weeks. Mrs Ilham ZHIRI, Mrs Asmaa HAFIDI ALAOUI, Mrs Afaf EL FASSI, Mrs Aicha BOUHJAR and Mrs Hayat SAÏDI were present during the trainings.

First Training : From October 28th to October 31st 2013

Twenty one participants coming from different associations of the region were present at the first training that took place from October 28 to 31, 2013. The main objective of this training was to raise awareness on the use of micro credit.



Second Training : From November 11th to November 13th 2013

After the first training that aimed to educate participants from different coops and associations about micro credits, a second and complementary one took place to strengthen these professional organizations capabilities in terms of business plan development, and also in terms of how they can get a credit from micro credits institutions.



3 Partnerships - Forum 2013

• Endeavor Morocco

Endeavor Morocco's President Mr Moulay Hafid ALAMI and MWM's President Ms Ilham ZHIRI discussed the main points of the partnership agreement that was initiated on November 23rd, 2013. The objective of this agreement is to define the global partnership context for the professionalization of Mentoring in Morocco. The partnership was set up during the 3rd edition of the International Forum.

• Conseil Franco-Marocain des Ingénieurs et Scientifiques

The French-Moroccan Council of Engineers and Scientists together with MWM signed a partnership agreement during the 3rd edition of the International Forum for Mentoring / Networking. Mr Chakib BOUALOU and Ms Ilham ZHIRI discussed and agreed on the partnership main lines and established the global context and objectives. The objectives of this partnership are generally the development of competencies of both associations and youth mentoring.

• Follow up on Partnership with Maroc Taswiq to assist associations and coops

An agreement was signed with Maroc Taswiq to assist associations and coops to improve their merchandising. Five associations had benefited from this agreement that was renewed during the 3rd International Forum held in November 2013.



Mentoring Training

Rabat, Saturday December 7th, 2013

As part of the internal activities of the network and for a better professional Mentorship, a training was moderated by Ms. Else Iversen, Coach, Mentor, founder of CCC (Copenhagen Coaching Center), a Danish Expert. The training took place in Rabat and was an opportunity to discover new tools of Mentoring and personal development.



EMCC Conference with David Clutterbuck – Co founder of EMCC

Rabat, Thursday, December 12th, 2013

Mrs Souad ALAMI, Ehtimad BENSALAH, Afaf EL FASSI, Mariam KENFAOUI, Bouchra KHALIFA, Houria NADIFI, Hafida BENCHRIFA, Hayat SAÏDI, Souad SKALLI and Chadia BENNIS have participated in the first event of EMCC - Morocco under the theme: «Why Coaching and Mentoring Today for Business in Crisis?». The expert Professor David CLUTTERBUCK, rated as the best trainer in the UK by Sunday Independent, animated EMCC's first event. Mr David CLUTTERBUCK is a co-founder of EMCC and is among the top 5 most influent Britain people in the field of human resources.



Search For Common Ground (SFCG)

Rabat, December 17th, 2013

Mr. Noufal ABBOUD, Director of Morocco Search For Common Ground, and Ms Ilham ZHIRI, President of Moroccan Women Mentoring have signed on December 17th 2013 an agreement with the presence of Mrs Mariam KENFAOUI, Souad ALAMI, Afaf EL FASSI, Najiba SERGHINI, Aicha BOUHJAR and Asmaa HAFIDI ALAOUI.

The agreement covers the period between September 2013 and September 2015, and allows MWM to contribute to the implementation of "Everybody Gains : Promoting Women's Socio Empowerment in Morocco" project, that aims to reduce inequalities on different women economic issues.



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COMMITTEE

Training

Mentoring Formation for Tunisian women

Rabat, from December 4th to December 6th, 2013

In order to raise awareness on Mentoring and to build women's capabilities for a better empowerment, our network organized in partnership with KVINFO a three-day training for a group of 3 Tunisian associations to present them the concept of mentoring. The training took place on December 4th, 5th and 6th at Majliss Hotel in Rabat and was animated by Ms Else IVERSEN, a Danish consultant, and our members : Ms Manal EL ATIR, Aicha BOUHJAR, Asmaa HAFIDI ALAOUI, Hafida BENCHRIFA, Afaf EL FASSI and Mariam KENFAOUI. The objective of the training was to duplicate the best practice of mentoring and also present to Tunisian women the Moroccan mentoring experience.



Training : Initiation to the concept of Mentoring – Forum 2013

Rabat, November 23rd, 2013

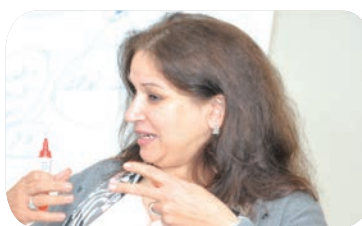
As part of its program to expand the process of Mentoring/Networking, MWM organized an awareness day on “Female Mentoring/Networking” for more than 100 rural women. Animated by our trainers Ms Fatima AGNAOU and Ms Khadija ASSARI, this training had a positive impact on participants as it allowed them to gain a better vision of the real and tangible benefits that can be brought by this new approach. Two groups of about 50 women each attended the training.



« Action Research » Project

Temara, December 28th, 2013

As part of the project “Action Research”, conducted in partnership with British Council, MWM organized Saturday, December 28th, at Temara’s Youth House a training and study day. The main objective of the organized day, that targeted women associations from the Skhirat Temara region, was to collect information from women through the questionnaire. The day was animated by supertrainers trainer of our Network: Mrs Fatima AGNAOU, Mrs Khadija ASSARI, Mrs Asmaa HAFIDI ALAOU and Mrs Aicha BOUHJAR. The objective is to give rigorous information about how the active participation of women in the political process is linked to the political participation at both the local and the national level. This project helps partners and participants to follow the change in a critical and collaborative way in the framework of coalition construction and requirement of best practices of the Action Research.



Imane Ennassri

COMMITTEE

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COMMUNICATION

Our Network gives a big importance to keeping a privileged contact with its members, partners, and collaborators. As a contributor to the maintain of a clear and regular communication, the website represents the first universal display of the efforts given by the whole board team of the network.

Therefore, Communication committee has developed an action plan for its vision of continuity and enhancement of its communication supports. Mrs Asmaa HAFIDI ALAOU worked on the implementation of this action plan.

Throughout the last quarter of the year, the committee focused on the organization of the 3rd International Forum for Mentoring/Networking. The committee initially worked on the content of different messages while supervising the design of different communication tools related to the event. As an important

annual event, the forum is expected take a wider extent in the coming years.

During the months of September, October, and November the committee focused on the realization of actions related to 3 main axes : 3rd Forum organization (communication tools); internal communication tools development and website management and update with the new look of our website.

The Forum has become the “not to be missed” annual event of the Network and it is led to take more extent in its next editions. This is how the committee got its concern to improvement, and decided to realize a post event analysis. The document studies every component of the Forum’s organization via a detailed SWOT and collaboration graphics hoping to enhance through this analysis the organization and the flow of the Forum.

■ 3rd Edition of the International Forum for Mentoring/Networking



Following the success of its two first editions held in december 2011 and november 2012, Moroccan Women Mentoring organized on november 23th & 24th, 2013 the 3rd edition of the International Forum for Mentoring/Networking under the theme: «Women Leaders: perceptions from the two Mediterranean borders . Socio-Economic Integration of Women and Euro-Mediterranean Partnership: main achievements and perspectives”

The objective of this year's edition was to communicate and inform about the situation of Mentoring in Morocco, particularly MWM's case, exchange and share national and international experiences, train women from the 16 represented regions on Mentoring and to give a networking space. This event was the opportunity to exhibit and to highlight local products of the 16 regions, position women's Leadership in the Mediterranean area, and also, to raise awareness on the importance of Mentoring.



Avec la Présence de **Lalla Oum Kaltoum Alaoui**

15 SPEAKERS

19 PARTNERS

600 PARTICIPANTS

99 EXHIBITORS

■ Press Coverage

Two partnership agreements were signed (see page 3)



Endeavor Morocco



French-Moroccan Council of Engineers and Scientists

Awards ceremony



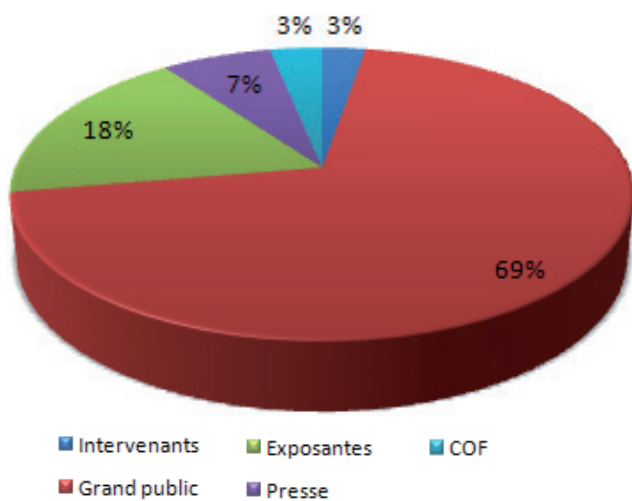
Mariam Kenfaoui

COMMITTEE MONITORING & EVALUATION

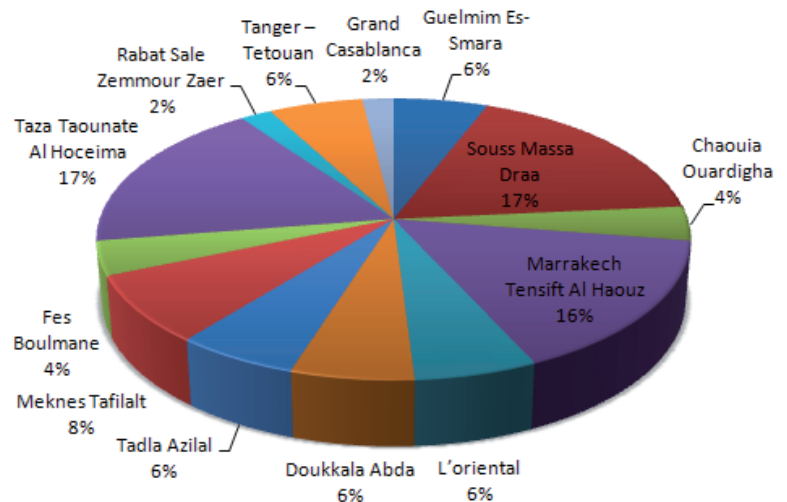
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Results of the 3rd International Forum for Mentoring/Networking

Target: 600 People



Exhibitions of women artwork by region



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Réseau de Femmes pour le Mentoring/Networking
Moroccan Women Mentoring/Networking

Meilleure Autonomisation des Femmes
Empowering Women - التمكين الذاتي للمرأة