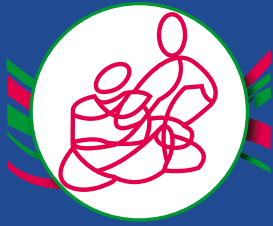


# Mentoring Newsletter



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

Mentoring Newsletter N°15 – January – June 2015

## Dates to save:

**Networking Day**  
October 24th, 2015

**Round Table: Women  
Participation in Public Life**  
December 12th, 2015

**Board Meetings :**  
March 11th, 2015  
March 19th, 2015  
January 22nd, 2015  
April 2nd, 2015  
May 30th, 2015  
June 16th, 2015

## RFMN members' pin



Election of a new president  
The new face of RFMN:  
Mrs Aicha Bouhjar



**Ilham ZHIRI,**  
*Our Founding and Honorary President, congratulates*  
**Aicha BOUHJAR,**  
*Our new President*

## Letter of the president:



**A**s a member of the administration council for the last three years, it is very important for me to testify on the competencies and the enormous generosity of all the members of the big team: outgoing board (March 7 2015) and the administration council. During the next months, I will be supported by the outgoing president Mrs. Ilham ZHIRI, who is now the honorary president of RFMN, in order to ensure a very smooth transition. I will be supported also by our new vice president Mrs. Oumkaltoum Bousfiha, our new General Secretary Mrs. Fatima Agnaou, our Deputy General Secretary Mrs. Imane Kabbaj, our Treasurer Mrs. Oumniya Achour, our Deputy Treasurer Mrs. Salma Kabbaj and all the administrators from the administration council not to mention all the souls with the good willingness to contribute, with their expertise, their network and their generosity, to the proper functioning of our association that will be what its members wish it to be. Every single member of the network has an impressive background of knowledge and experience. These members are the ones who contribute to enrich the debates and the ideas and it's them who will allow the network to fulfill its mission with a clear vision and efficiency.

I intend to continue working on what have been undertaken, so that together we will develop strategies to promote the realizations of RFMN committees and contribute to their blossoming, because it's these actions that make our values real. These values are, to me, the engine to our engagement. The action plan will be then, set up by all of us TOGETHER, in order to move forward and build TOGETHER, with the collaboration of national and international partners, in order to make these actions happen. These partners are partners, with whom RFMN built relationships of confidence, which I can't miss to thank for their support and encouragement to constantly move forward.

One last point that is personally important to me: we are all happy to be here, we want to give from our time, and we want to share our knowledge, our know-how and our experience in the BENEVOLENCE. In this letter, there is the key word of all what we have undertaken together: the GOOD, motivated by OTHER's LOVE can't be other than BEAUTIFULL and GOOD! Together, we will make sure that every member contributes, basing on her availability, in the GOOD we want to make in the perspective of a BETTER WORLD.

I am then, very honored by the confidence that was given to me by nominating me to be President of the association. I will dedicate my whole heart, my energy and my experience to serve the socio-economical empowerment of women in our country, and also to make RFMN and its members blossom... the members without whom RFMN wouldn't exist!

*A big thank to the members, and a big thank to our partners!»*

**Aïcha Bouhjar**  
**Saturday, Mai 30th, 2015**

## Extraordinary General Meeting

Rabat, IRCAM, Saturday, May 30th 2015 at 10am

On Saturday May 30 at the Royal Institute for Amazigh Culture Amazigh in Morocco (IRCAM), the Extraordinary General Meeting was held, following the Ordinary General Meeting that took place on March 7 at Amphitrite Palace Skhirat.

Twenty-three members on a basis of twenty-nine members, with paid membership fees, were present or were represented. Which means: 79% of members were present or represented.

The financial and narrative reports of the year ending on 31/12/2014 were approved unanimously during the Assembly of March 7th. The outgoing founding president Mrs. Ilham Zhiri and her board were given full discharge for the management of the year 2014.

The Assembly of May 30th took note of the resignation of the elected president in the Ordinary General Assembly and her board. A new president was elected with 100% votes: Mrs. Aïcha Bouhjar, who was the responsible of the partnership committee and was the only candidate for presidency.

## RFMN institutional video

<https://www.youtube.com/watch?v=rxu4r8IGYF0&feature=youtu.be>

After five years of mentoring and networking, RFMN realized an institutional video that retraces some of its major activities and realizations that knew great success thanks to its devoted members.

Thus, we congratulate the founding members, the board members, all active members and the permanent staff, who worked hard and respected the RFMN values, who were engaged to give from their precious time, who feel proud today for being a mentor or a mentee, and who still don't hesitate to be present for the blooming of the network and for a better empowerment of Moroccan women.

"Mentoring is an accompaniment process that works for the vision of women empowerment. It is a lever for women leadership through which the association intends to contribute to socio-economical development of our country. It is then, thanks to these four years of mentoring and networking experience that now I pass the flame to my successor, the new President Aïcha Bouhjar. Congratulations!", **Ilham ZHIRI, Honorary President of RFMN**

"Thank you Ilham for passing me the flame. Special thanks go also to all the members who made this association, and who gave me their confidence. I will be, then, doing a smooth transition. And I will be working in the framework of the continuity of all the actions thanks to Mentoring.", **Aïcha BOUHJAR, President of RFMN.**



**Aïcha BOUHJAR**

Responsible for the Partnership Committee

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COMMISSION

PARTNERSHIP

## Meeting with the network of Arab-German multipliers (EMA)

Sofitel Jardins des Roses Hotel, Wednesday, February 19th, 2015

RFMN had a meeting with the network of Arab-German Multipliers in order to discuss the possibilities of a potential partnership in the framework of the sponsorship project Ouissal.

RFMN was represented in this meeting by Mrs. Ilham Zhiri and Mrs. Aïcha Bouhjar.

## Crans Montana Forum - South-South cooperation in Africa

Dakhla, March from 12th to 14th, 2015

Mrs. Ilham Zhiri represented RFMN during the Crans Montana Forum that took place in Dakhla from March 12th to March 14th 2015 under the High Patronage of HM King Mohammed VI of Morocco.

A special meeting of African Women's Forum was scheduled for March 13th and was dedicated to the role of African women in public and private affairs and had as a goal to promote exchanges, thoughts and sharing between women who play a key role in the economy of African societies.

## Gatherings with KVINFO

### 1) Meeting with Kvinfo

Rabat, Tuesday, March 30th, 2015

The purpose of the meeting was to explore the possibilities of a potential collaboration.

### 2) Evaluation of KVINFO's projects

Rabat, from 15th to 20th of May, 2015

In the framework of the evaluation process of KVINFO's projects, the organization has led a field mission that had the objective of a global evaluation of our projects in partnership with the Danish NGO. Mrs. Sarah Forti, consultant mandated by KVINFO Dk, met with RFMN team in order to evaluate the mentoring program that was conducted since its creation. She also met with some beneficiaries from this program, such as: the tandem made of Mrs. Fatima Agnaou as a mentor and Miss Oumniya Achour as a mentee, she met also with Mrs. Meriem Elhilali as a mentee. Mrs. Forti held a talk also with Mrs. Jamila Moussawat, President of the association Femme Rurale Essabah, and Mrs. Samira Hawach, President of the association Tadamoun in Ain Aouda who were among the associations who benefited from mentoring trainings and funding for undertaking social action projects through networking.

## Ouissal: Arab-German mentorship project

The organization « Euro-Mediterranean-Arab Association » based in Hambourg in Germany made a call for applications in the framework of the Arab-German mentorship Ouissal project for the promotion of women participation in the economic and social life in Morocco.

Ouissal Project sets up an interactive exchange between 60 women head of companies. Ouissal gives them the opportunity to work in intercultural tandems on their entrepreneurial projects, and at the same time, to become part of the Arab-German network of women.

Two members of RFMN members, namely Mrs. Samira Erramdani and Mrs. Jihane Laraichi were accepted to take part in this program.

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COMMISSION

FORMATION

## Networking and Training Activities:

### 1. A study Day on Women's active participation for a successful public policy

Temara, Saturday, February 4th, 2015

In the framework of the project « Advocacy for women's participation in public life », a study day was organized on Saturday February 4th at Dar Chabab Wifaq in Temara. The workshop gathered the 15 associations, from the region of Rabat-Skhirath, that RFMN has been sustaining and accompanying through training, mentoring and networking



since 2012. This time, the mentioned associations were informed more and deeper on gender issues and laws and women's rights. The aim was to boost their self-confidence and incite them to participate efficiently in public life. This advocacy day was insured by RFMN trainers in collaboration with others from the coalition working on this project, namely Inmae Association, Les filles de la renaissance Association, And Epanouissement feminine association.



## 2. A Debate on the occasion of women's day

Rabat, Thursday, March 12th, 2015

Mrs Fatima Agnaou, RFMN member and trainer, made a presentation on Thursday March 12<sup>th</sup> 2015, for the British Council staff on RFMN and its actions and animated a debate on the contribution of the civil society and some Moroccan institutions to sustain and promote women's empowerment and visibility in Morocco. The aim of this activity was to highlight the importance of mentoring to increase women's participation in public life.

## 3. An advocacy workshop to promote a positive image on women in the Media.

Rabat, Mercure Shahrzad Hotel , Saturday, March 14th 2015.

The workshop, which was organized on Saturday March 14th at Mercure Shahrzade Hotel, aimed to mobilize about 17 Moroccan journalists to promote a positive image of women in the media. The outcome is to get rid of the stereotypes associated with women in the media and to contribute to the development of women's self-confidence, which was found to be a significant barrier to their participation in public life.. This activity was sponsored by the British Council.

## 4. An advocacy workshop to promote networking and building coalitions

Rabat, IRCAM, Saturday March 21st, 2015

For the past four years, RFMN has conducted a mentoring program for NGOs and associations from Rabat Salé Zemmou Zaier region to successfully launch develop or lead micro enterprise and boost their self confidence and personal development. The 21st March event, held at IRCAM headquarters in Rabat, was an opportunity for these associations to network with other NGOs for a better participation in public life. Eighty-two women and men attended this event.



This advocacy day was insured by RFMN trainers in collaboration with members from associations, namely Inmae Association, Les filles de la renaissance Association, And Epanouissement feminine association. This activity was sponsored by the British Council.

## **5. Participation in the regional (MENA) workshop - learning and sharing**

Jordan, Amman, February, from 8th to 12th, 2015

RFMN was represented at a regional meeting, organized by British Council in Amman, Jordan from February 8th to February 12th as part of the program "Women Participation in Public Life".

The RFMN group, made up of Mrs Khadija Assari, Mrs Fatima Agnaou Mrs Aicha Bouhjar participated in this meeting.

The workshop was held in three phases:

Sharing workshop: to share and exchange experiences in terms of action-research carried out in different countries to increase WPIPL (Morocco, Tunisia, Libya, Egypt, Lebanon, Palestine and Jordan)

Learning workshop: to link results of the Action Research with potential actions (trainings, awareness, networking, lobbying and advocacy)

Program monitoring workshops

Exchanges that took place in the workshop allowed:

To present the experience of the Moroccan coalition in terms of Action Research and advocacy.

To become acquainted with the experience of other countries regarding Action Research and advocacy, and to build capacities in terms of monitoring an Action Research.

This meeting was also an opportunity to share and contribute to the monitoring of "Women Participation in Public Life" program in the MENA region and discuss suggestions and perspectives.





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## COMMISSION MONITORING & EVALUATION

Since its creation, the Following and Monitoring Committee invested its efforts mainly in the evaluation of mentoring relationships of tandems in order to make sure that they are taking place in the best conditions and moving forward to the achievement of set out objectives.

At the same time, the committee made a SWOT analysis on the activities of the last 4 years, and organized also a "Partners day" that took place at the end of 2014 with the aim of opening dialogue with partners and getting feedback from their recommendations and expectations. The committee capitalized on this event and the SWOT analysis to push the network to make a step forward.

As it is a new term for the RFMN, the Following and Monitoring Committee is now working on setting up axes to follow, on the short and middle term, on the basis of the strategic orientations of the new board, and thus, designing the actions plan of next period.

**Samira ERAMDANI**

Responsible for the Networking Committee

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## COMMISSIONS Networking and Communication

### Participation in the TV Broadcast « Kadaya Wa Araa » - Women's Day

National Channel Al Oula, Tuesday, March 3rd, 2015

Mrs. Hind Jalal participated in the TV show « Kadaya Wa Araa » broadcasted live on the national Channel Al Oula on the 3rd of March 2014. The Program tackled Moroccan women's condition and situation within the context of women's day. Seven members from RFMN attended to this event: Mrs. Ilham Zhiri, Mrs. Najiba Serghini, Mrs. Afaf El Fassi, Mrs. Hafida Benchrif, Mrs. Fatima Agnaou, Mrs. Sabah Ouazzani and Mrs. Lamia Rida.

Show link: <https://www.youtube.com/watch?v=A7et2ltWgPA>



### Nomination of Ilham Zhiri for the price "Manager SME / SMI 2015"

Royal Mansour Hotel, Tuesday, March 24th, 2015

During the 5th National Conference for Quality and Performance that was held on March 24th 2015 at Royal Mansour Hotel and which had as theme: « The Steps of Quality and Performance: an asset for a company dealing



with complexity of the ecosystem », Mrs. Ilham Zhiri was nominated for the price « Manager SME / SMI 2015 »

Congratulations to Mrs. Ilham Zhiri for this nomination.

## Jihane Laraichi, finalist in the Gist Tech contest

Gist Tech contest, GES Kenya 2015



Mrs. Jihan Laraichi, an RFMN member since June 2011, was among the 30 finalists from a base of 800 participants in the Gist Tech contest that took part as an activity of GES Kenya. She was the only company who represents Morocco this year and also, the only company in the field of education in the MENA region.

Congratulations to Mrs. Jihane Laraichi.

## Floor RFMN

Rabat, 30 Juin 2015

The new president elected in the general assembly of May 30th 2015 and the board members invited RFMN's members to an animated Floor on Tuesday, June 30th, 2015.

This event is the first activity the new elected board organized to celebrate the election of the new President and her committee in an atmosphere of conviviality, cohesion and especially reconstruction. This networking social event took place in the holy month of Ramadan at Mrs. Hafida Benchrif's house, who is a member of the network since 2011, and who suggested hosting the event with a good willing.

Thanks Mrs. Hafida Benchrif for wonderful hosting.



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جمعية شبكة النساء الراشقات

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

Meilleure Autonomisation des Femmes  
Empowering Women - التمكين الذاتي للمرأة