

Newsletter Mentoring



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

Newsletter Mentoring N°18 – July - December 2016

Dates to save:

Tandems Training

Saturday, January 14th, 2017

Networking gatherings

Every first Tuesday of the month

Trainings for Women of the Oriental Region.

February 2 from the 24th to 26th, 2017

Ordinary General Meeting

Saturday, April 1st, 2017

Held meetings

Board :

- Tuesday, July 26th, 2016
- Thursday, October 20th, 2016
- Wednesday, Dec 28th, 2016

Forum Committee

- Thursday, Sept 22nd 2016
- Wednesday, Sept 28th, 2016
- Thursday, Nov 10th, 2016
- Tuesday, October 1st, 2016



جمعية شبكة النساء الرائدات
Réseau de Femmes pour le Mentoring/Networking
Moroccan Women Mentoring/Networking
Meilleure Autonomisation des Femmes - التمكين الذاتي للمرأة - Empowering Women



MARRAKESH 2016
CONF221 CMF211 CMA1
10 CLIMATE CHANGE CONFERENCE

4^{ème} Forum International pour le Mentoring/Networking

النسخة الرابعة للمنتدى الدولي للتشبيك والمرافقة

تأطير ومرافقة النساء من أجل تنمية مستدامة
Le Mentoring : un accompagnement des femmes pour le développement durable



26 & 27 novembre 2016 à partir de 09h00
Centre d'Accueil et de Conférences, Hay Riad - Rabat

27-28 نوفمبر 2016 ابتداء من الساعة 09 صباحا
مركز الاستقبال والمؤتمرات - حي الرياض - الرباط

En partenariat avec : بشراكة مع :



The 4th Edition of the International Forum for Mentoring and Networking, under the theme: « Mentoring : Accompanying women for a sustainable development. »

November 26th & 27th, at Centre d'Accueil et de Conférences, Rabat

Réseau de Femmes pour le Mentoring et le Networking (RFMN) organized the *International Forum for Mentoring and Networking* on November 26th & 27th in Rabat at Centre d'Accueil et de Conférences of the Ministry of Equipment, transport and logistic.

Organized under the theme: « Mentoring: Accompanying women for a sustainable development », this edition gathered more than 300 participants including 120 women from the 12 regions of Morocco. « This Forum is a platform for exchange and experience sharing between women auto-entrepreneurs or operating in the framework of cooperatives. It's also an opportunity to inform and communicate on mentoring as a lever for women economic empowerment » explains Aïcha Bouhjar, RFMN's President. She continues : "This year's edition aims to highlight the role that mentoring is meant to play through mentors in accompanying mentees as well as in raising awareness concerning the topic of climate changes for an eco-responsible entrepreneurship where everyone takes into consideration this dimension in concrete actions."

This Forum was organized with the support of national and international partners: Agence de l'Oriental, US Embassy, Maroc PME, Managem, Ministry of Equipment, Maroc Télécom and Actuelles Web Magazine. Not to mention the institutional partners :Institut Royal de la Culture Amazigh (IRCAM), Kvinfo, Fondation Euromed Women.

Certified COP22, this edition turned around three main axes:

- Mentoring and women economic empowerment: Actors and expertise.
- Mentoring, women economic empowerment and protection of the environment: Observations and possible actions.
- Competencies development and the management of knowledge, key factor for the protection of environment: What kind of partnerships?

These questions were discussed by national and international experts in the round table, awareness workshops and trainings. This Forum was also a privileged opportunity to promote, by exhibition and sales, Moroccan local products made by women cooperatives coming from all the regions of the country.



The opening speech of the Forum by Mrs Hakima El Haite, Minister in Charge of Environment.



Mrs. Hakima El Haite, the Minister in Charge of Environment, delivered the opening speech of the Forum where she highlighted the importance of the work women do in general. Their working force represents 40% from the workforce in Africa. She also and specifically praised the work of women in marginalized regions who have many constraints in terms of commercialization and marketing. The need of networks that boost the sales and allows their empowerment is very present. Mrs the Minister mentioned the existence of canals that can help promoting the commercialization of local products of these women and that can support programs that promote for biological diversity which characterizes the work of these women.

In addition to the difficulties in terms of commercialization, women in cooperatives has constraints in terms of the volumes of production that is generally not enough to enable exportation, a fact that limits their expansion. Hence, Mrs. the Minister invited to multiply the efforts for an accomplished sustainable development and invited RFMN to carry on the work it does.

Speakers of the Forum



Chair : Oumkaltoum Bousfiha
Lawyer and RFMN's vice President

Opening Speech



Hakima El Haite,
Minister in Charge of Invironment



Mohamed Mbarki
General Director of l'Agence de l'Orientale



Houria Nadifi,
Director of Entrpreneuship and small businesses

Panels speakers :



Abdellah MOUTTAQI
General Secretary of ONHYM



Angelle KWEMO
*CEO Africa, Washington Media Group
Founder and President, Believe in Africa*



Dalila LOUDYI
Member of the Democratic Association of Moroccan Women



Omayma Achour
Member of RFMN



Fawzia TALOUT MEKNASSI
Director of PRESMA, Press and Press Relations Agency



Mohamed Aziz DERJ
President of the Association RSO au Maroc.



Najima THAY THAY RHOZALI
Former Minister of Literacy and Non-Formal Education

Exhibitors : 120 women cooperatives from the 12 regions of Morocco



Awards Ceremony

Five trophies were given to five women during this 4th Edition of the Forum. Exceptional women who could initiate a change in their surrounding and professional life :



- Mrs Yamina Bouhajra, militates for the social development of women, children and youth in the Multifunctional Center for Women, Children and Youth of Hassi Berkan, Nador Province. Mrs Bouhajra is from brussels, among Moroccans living abroad.



- Mrs Nouria Yaacoubi, is a woman who believes in the fact that blind people are able to flourish and pursue their ambitions. Mrs Yaacoubi is a teacher of sport and solfeggio for blind people in Casablanca. She also has a master degree in Public Governance, Audit and Human Development.



- Mrs Chama Bendoum, at the age where everybody retires, shes decides to get back to the university. Very active in associations, she represents a model for militancy for women's right and empowerment.



- Mrs Hakima Benchrifa, sister of RFMN's Member Hafida Benchrifa we lost months ago, she offered to participate in the organization of the forum as continuity to the work her sister used to do.

"I do share joy... I do not share pain and sadness" Hafida BENCHRIFA.



Fatima AGNAOU

Responsible for the training Committee

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COMMISSION

TRAINING

Mentoring Training : Introduction

Saturday, September 24th, 2016 at Institut Royal de la Culture Amazigh (IRCAM), Rabat

RFMN organized on Saturday, September 24th, 2016 a training to welcome the new members and get them in the mood.

The day started with a warm welcoming from the President Aïcha Bouhjar, the Founding President Ilham Zhiri, and the General Secretary (and Training Committee Responsible) Fatima Agnaou.

A presentation of the association took place in order to share with the new members :

- Our vision: To create, spread, accompany, support, promote and duplicate mentoring,
- Our ambitions: To become mentoring leaders in Morocco and the MENA region
- Our values: Transparency, sharing, engagement and goodwill,
- The purpose of our actions: to contribute to women empowerment through mentoring and networking in order to participate to the socio economic development of the country.

Mrs Agnaou explained the concept of tandems who are supposed to have periodical meetings where the mentor listens to the mentee in order to help her achieve her objectives on the personal or the professional level.

Mentoring training : Learning phase

Saturday, October 22nd, 2017 at Institut royal de la Culture Amazigh (IRCAM), Rabat

As continuity to the training held on September 24th, this one comes to dig deeper into mentoring for our new recruits.

This training's objective is to prepare the new members further more so they can lead successfully their mentoring relationship and take advantage of the best conditions of sharing.

The big points of the training were around the main values that should be respected in a mentoring relationship, the questions that must be asked, listening levels and dialogue levels.

Trainings of the 4th edition of the International Forum for Mentoring & Networking

Among the activities that took place in the 4th edition of the Forum, seven trainings were delivered by RFMN's trainers for the benefit of 120 women participants coming from all the regions of Morocco:

1- Mentoring : A lever for sustainable development

Saturday, November 26th, 2016 at CAC Hay Ryad Rabat

Trainers : Fatima Agnaou, Omniya Achour

This workshop's objective is to highlight the links that exist between mentoring and sustainable development, through :



- A general presentation of RFMN
- A definition of the concept of mentoring and networking
- A highlight of the mentoring and networking in promoting the economic empowerment of women and their participation in the socio economic development of the country.

2- Personal development and eco-responsability

Saturday, November 26th, 2016 at CAC Hay Ryad Rabat

Trainers: Latifa Benali, Zakia Belahmer, Souad Tadlaoui

For our own development, our mind does a great job as well as our emotions and body. We blossom and flourish when we have the balance between these three elements in an eco-responsible environment for us and for others. This is what this workshop will be showing to the participants.

Ecoresponsibility must work to enhance our lives, to create green spaces and less polluted gathering spaces that help socializing.

We all can, individually, contribute to the change by taking care of us and people around us. To do so, we have to accept to change our conditioning and our habits. Being eco responsible isn't to simply imagine harmonious ways to live together on this planet?



3- Training on Marketing techniques and local products commercialization.

Saturday, November 26th, 2016 at CAC Hay Ryad Rabat

Trainer : Sanae Hanine



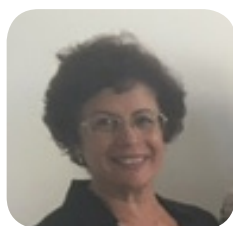
In order to equip participants and help them commercializing their products, this workshop focuses on:

- Marketing technics: Positioning, mix marketing, priority targeted markets, risks, competition and product valuation;
- Getting familiar with the technics of innovative commercial politic;
- Identifying potential markets, partnerships and donors;
- Identifying local, regional, national and international marketing channels;
- The importance of networking;
- Highlighting the power of NICT
- The added value of the GREEN TOUCH

4- How to make a successful exhibition

Saturday, November 26th, 2016 at CAC Hay Ryad Rabat

Trainer : Nabila Ouazzani



Participating to a commercial exhibition is a big event that cannot be improvised. It may sound as an evidence for a lot of enterprises, but occupying a stand is not enough. Good preparation and attention during the event and exploiting the fallouts are necessary for the success of the project.

This workshop's purpose is to help women know the procedures of preparation before, during and after the exhibition to insure its success.

5- How acting sustainably can be good for the moral and even a key for success?

Sunday, November 27th, 2016 at 10am at CAC Hay Ryad Rabat

Trainer: Mouna Sebbahi

We always associate sustainable development with environment and natural resources protection. This workshop intended to give a different perspective to participants by showing the existing link between sustainable development and the work that can be done on the one's self. These two elements can be considered as an important basis to personal development and to the success in the rest of life fields.



6- Simple gestures for eco-responsible women

Sunday, November 27th, 2016 at 11am at CAC Hay Ryad Rabat

Trainer : Rachida Mehdioui



Woman is considered as one of the main actors in achieving sustainable development and the pursuit of a clean environment. Her role is as important as men's in inventing solutions to face challenges for a sustainable future.

Women are the core of society. If we can develop and change their behavior, we can develop and change the behavior of the whole family, and then of society. Women affect children and men and can help changing the consumption culture.

In the same framework, this workshop will bring the answer to the question: What is waste? What is its content and its properties? How can we manage them and how can we get rid of them.

7- Simple gestures for eco-responsible women

Sunday, November 27th, 2016 at 11am at CAC Hay Ryad Rabat

Trainer : Laila Ajrouh



Today, women must react and respond to the scream of nature that calls out all segments of society in order to contribute to its protection.

Environment needs also the participation of strong women to do their role in preserving it inside and outside of the house. It needs them to educate young generations to preserve environment for a better life.

The aim of this presentation is to awaken environmental consciousness in women's minds and simplify information in order to facilitate their participation in the protection of environment and life in general by changing harmful behavior and adopting nature friendly behaviors, that's how we can reduce risks.



Ilham Zhiri

Responsible for the training Committee

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COMMISSION

PARTNERSHIP

Presenting RFMN to Danish students in a seminar of the Danish Embassy

Wednesday, October 26th, 2016 at 3pm - La Faculté des Sciences de l'Education, Rabat

For the profit of architecture Danish students, The Danish Embassy organized a seminar in the framework of building dialog between Denmark and Morocco. The aim of interventions was to give students an overview on the political scene in Morocco through Mme Nabila Mounib, as well as the works of Moroccan Organization of young democrats, Democratic Association of Moroccan Women, and Moroccan Women Mentoring Network.

Mrs Fatine Alouane responsible of communications, intervened in the seminar to explain to the students the importance of women empowerment in the development of the country and the role of mentoring in it.



Imane KABBAJ

Responsible for the recruitment Committee

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COMMISSION

RECRUITMENT

After leading successfully a recruitment campaign, the committee chose 10 finalists who are now member in the association, working on their personal blossoming and helping other women blossom too.

During the introduction training to Mentoring, mentors and mentees were matched to form 5 tandems. A continuous follow up is to be done with tandems after a month from the start of their relationship, after 3 months, after 6 months, then at the end of the relationship after 9 months.

RFMN welcomes its new members :

- Mrs Naïma Bennani ;
- Mrs Zakia Belahmer ;
- Mrs Latifa Benali ;
- Mrs Khadija Mosleh ;
- Mrs Souad Tadlaoui ;
- Mrs Rachida Mehdioui ;
- Mrs Sarah Aguenau ;
- Mrs Layla Ajrouh ;
- Mrs Nabila Ouazzani.

Our Members

Samira Eramdani - Closing Ceremony of Ouissal project during the 3rd Germano-Arab Forum for Women

Thursday, November 10th, 2016 - Berlin

Samira Eramdani, one of RFMN members who participated to German Mentoring Project Wissal, participated to the 3rd Edition of the Germano-Arab Forum for Women and that held the closing Ceremony of Ouissal Project. "To me, the most important character of the Forum was the focus given to emotions and personal experiences" Says Samira.

Interesting interventions took place : Former President of Germany Mr Christian Wulff, Mrs Rola Halabi as an immigrant to Germany and Mrs Samar Fatany as a journalist.

Samira was also invited to the 10th anniversary of Fidar Association. She shares with us: "I was invited by one of the program mentors to the 10th anniversary of Fidar Association, for women on supervisory boards (www.fidar.de). After the official program, there was a reception in the Nordic Embassy in Rauchstrasse that gathered 150 women. I had the chance to talk about RFMN, the actions we do and the action we intend to do in Morocco. We had the also the chance to talk to Monika Schulz-Strelow, the president of the association, about what makes the success of an association for women: Transparency, serenity and congruence.



Le RFMN in the press

Support : www.actuelles.ma webzine

Link of the article : <http://actuelles.ma/?p=2775>

Entretien Aicha BOUHJAR : du mentoring pour booster carrière des femmes



Posté par actuelle le 25 Nov, 2016

Depuis sa création en 2009, le Réseau des Femmes pour le Mentoring et Networking, RFMN, entreprend des actions en faveur des femmes d'ici et d'ailleurs. Sa mission, promouvoir le concept de « Mentoring » par la mise en place d'actions de sensibilisation, de formation et de plaidoyer pour en faire un levier d'autonomisation économique en général, des femmes en particulier. Par le biais du « mentorat », différents programmes de Mentoring ont été mis en oeuvre notamment : Le mentoring One to one relatif à l'accompagnement individualisé afin d'atteindre des objectifs professionnels précis (évolution/changement de carrière et/ou développement d'un projet entrepreneurial), Le mentoring de coopératives et d'associations visant l'autonomisation des femmes rurales; Le mentoring de jeunes étudiant-e-s ou entrepreneur-e-s désirant intégrer le monde du travail et des affaires en particulier. Pour parler mentoring, mentorat, mentor et mentee, Aicha Bouhjar, Présidente du RFMN a répondu à quelques questions que se posent toutes les femmes qui envisagent ce type d'accompagnement.

Actuelles : Que peut apporter le mentorat aux femmes pour avancer dans leur vie professionnelle?

Aicha Bouhjar : Le mentorat est essentiellement un processus réflexif : il amène, dans le cadre d'une relation mentor-e/mentee, à se « pauser », à marquer un arrêt pour se poser les bonnes questions afin de trouver, par soi-même, les réponses à ses questions.

Actuelles : Quelles doivent être les qualités d'un-e mentor-e et d'un-e mentee ?

Aicha Bouhjar : Il est essentiel de partager un certain nombre de VALEURS car cette relation est fondée sur la confiance, le partage, la bienveillance, l'humilité, la confidentialité (dans la mesure où on partage un vécu, une expérience, ...). Le-la mentor-e est avant tout une oreille attentive et active; le-la mentee est proactif-ve, a des potentialités à découvrir mais également pour « se découvrir » dans la mesure où il s'agira de puiser dans ses propres ressources pour être acteur de son propre développement (personnel, professionnel)

Actuelles : Quand faut-il prendre un-e mentor-e et comment le-la trouver?

Aicha Bouhjar : Il n'y a pas vraiment de moment-type. Toutes et tous et tout au long de la vie, nous avons besoin, à moment ou à un autre, d'être mentoré. Mais il me semble que c'est lorsque nous prenons conscience que nous devons changer la situation présente que le besoin se fait sentir avec acuité : ré-orientation de carrière, changement ou transformation à opérer pour vivre « autrement », pour réaliser un projet (qu'il soit personnel ou professionnel). Bref les situations ne manquent pas. Pour trouver un-e mentor-e, on peut commencer par s'interroger sur le concept de « Mentoring » afin de mieux le cerner. Ensuite, prospecter autour de soi pour trouver les personnes portant les valeurs et dotées des qualités évoquées ou contacter les organisations qui offrent ce type d'accompagnement.

Khira Arab

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