

Women and leadership

„Leadership has no gender“ Mentoring Program

Dear potential Mentor,

We are excited to share details about our mentoring program, "Leadership Has No Gender", and invite you to join us in reshaping the future of gender equality in Swiss sports. This mentoring initiative, a joint effort by Swiss Olympic's Office for Equality and Diversity, sporti{f}, and SheSkillz Global, is designed to promote gender equality and diversity by actively supporting women within sports organizations in Switzerland. By investing in the professional development of women, sports organizations can foster inclusion while unlocking untapped potential within their ranks.

Watch the video „Why mentoring is important“ here:



WHAT WE ARE LOOKING FOR IN A MENTOR

Our mentoring network aims to create a safe and inspiring space for female professionals to reflect on their careers, tackle challenges, and make informed decisions about their next steps. Through the SheSkillz Global platform, mentees are matched with mentors based on aspirations and experience.



As a mentor, you are:

- An experienced executive, leader in a decision-making position, consultant, or entrepreneur.
- Willing to invest your time in advancing female talent in Swiss sports.
- A professional with more than 15-20 years of work experience. If you are uncertain about joining as a mentor or mentee, we recommend signing up as a mentee.

Additional Requirements:

- Good communication skills in English.
- Willing to volunteer your time, as mentoring is unpaid, and costs (e.g., travel) are not reimbursed.
- Passionate about mentoring and sharing your expertise.

Commitment as a Mentor:

- Individual Mentorship: Four focused online sessions with your mentee over 9-12 months.
- Most mentees will have two mentors: one from the SheSkillz Global network and one from the Swiss sports network.

WHAT'S IN IT FOR YOU AS A MENTOR

Besides sharing your own professional experience as a most valuable input with your Mentee, you will:

- Share your professional experiences, contributing to the growth of talented women.
- Learn from a new generation of professionals and their fresh perspectives.
- Exchange insights with fellow mentors from various countries and backgrounds.
- Attend webinars on relevant topics and access an exclusive toolbox filled with useful resources.
- Engage in shared learning opportunities with peers, gaining insights into global workplace realities.

PROGRAM HIGHLIGHTS

The mentoring program offers a rewarding journey of growth, collaboration, and networking for both mentees and mentors. Key components include:

- **Kickoff Event:** The program begins with an in-person kickoff on 19 mars 2026 (16h–20h), providing a unique opportunity for networking and community building. (Please note: travel and other costs are not reimbursed.)
- **Kickoff Webinar for Mentors:** If you cannot attend the in-person kickoff, a webinar will guide you through the SheSkillz Global platform and tools for mentoring, ensuring a smooth start.

Webinars will also be held every other month, covering relevant topics such as career challenges and leadership insights. These sessions will include space for small group discussions and shared experiences. Attendance is voluntary but highly encouraged.

WHO ARE THE FIRST 25 MENTEES?

The mentees participating in this program include:

- Women working within sports organizations, aspiring to take on leadership roles.
- Female athletes transitioning into leadership careers after their competitive sports journeys.
- Candidates supported by their sports organizations.
- Professionals with good English communication skills.



READY TO APPLY AS A MENTOR? DEADLINE: JANUARY 15TH

We believe this mentoring program is a game-changer for Swiss sports and are excited to have you on board. If interested, please send an email by January 15th with a brief introduction (two lines about who you are) and your CV or LinkedIn profile.

Contact: luana.bergamin@sportif.info and guro@sheskillzglobal.com

Warm regards,
Karin, Luana, and Guro
Swiss Olympic/sportif{f}/SheSkillz Global Mentoring Program Team

For more information or questions, please contact:
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