

## 3<sup>rd</sup> Forum of KAZENERGY Women Energy Club “Women in the Energy Sector”



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Mentoring Program  
of the NCOC Women's Network



**NCOC Women's Network  
Mentoring  
3<sup>rd</sup> Forum of the Women Energy Club**



7 September 2017

Objective: share learnings from NWN Mentoring Program



# NWN Linkage to NCOC Values

## NCOC Women's Network Mission

Connect motivated and talented women professionals who are seeking both formal and informal networking and professional exchange opportunities related to building capabilities and maintaining a healthy work and family balance

Mission is directly linked to NCOC Values of **Building Capability** and **Providing a Productive Work Environment**



## 3 NWN Committees execute activities aligned with NWN Mission & NCOC Values



### Building Capability

Expand knowledge of NCOC business activities and provide opportunities for formal mentoring



### Communication & Networking

Host networking events and broadly communicate NWN events via NWN website, Kharbarlama and other communication methods



### Work & Family

Provide opportunities to integrate work and family priorities and values

**NWN is an inclusive network; men are always welcome to participate!**

# NWN Mentoring Program

## Mentoring Program Objective:

- Pair experienced employees who would like to share their learnings and knowledge with those who would like to develop their talents and skills





## NWN Mentoring Program: Milestones

### Milestones

### Accomplishments/Outcomes

May 2016

- Pilot project launched within NWN for **12** mentor-mentee pairs

Year-end 2016

- Growth of interest after article in NCOC Khabarlama Newsletter
- Some pairs from pilot continued; some completed their mentoring relationship

Year-to-date  
2017

- Added **28** pairs; overall **40** mentor-mentee pairs made



# NWN Mentoring Program: Keys to Success

Quick and efficient pairing based on areas of interest by Mentoring Program Focal Points

- Areas of interest: Professional Skills, Leadership Skills, Career Path, Networking, Work-life Balance, and many other

Highly experienced mentors: NCOC employees from various disciplines

Talented mentees at their early- or mid-career stage

Mentoring Program Focal Points worked with mentors and mentees to set clear expectations for mentoring relationship



## NWN Mentoring Program: Challenges

Lack of proactive efforts by some mentees, stating that office locations weren't convenient or expected only female mentors

Sustainability of the NWN Mentoring program due to lack of sufficient number of local mentors

*If you light up a lamp for  
someone it will also brighten your path.  
-Buddhist proverb*

