

## WHAT IS EXPECTED FROM A CANDIDATE IF SHE IS ELECTED AS A MENTEE:

1. Participation in the kick-off meeting for the mentees.
2. Set (a) clear goal(s) and commit to doing your best to reach these goal(s).
3. Attend the sessions (60-90 Min) with your mentor from IBU and/or SheSkillz Global and work on the tasks the two of you agree on between the sessions.
4. 4 sessions with the mentor, from September 2023 and the next 6-8 months.
5. Participate in the webinars and meetings that will be offered specifically for the IBU group. Circa 1 meeting every second month. Topics in these webinars/meetings will help you to understand better leadership, management, organisation, and how to handle challenging situations. It will be a place to share experiences/meaningful topics when working in a biathlon organisation.
6. Attend group sessions with other participants, 4-6 participants in each group. One meeting each month from August/September. In these meetings, you will share experiences, support, and motivate each other. One of you will chair each meeting.
7. Attend IBU Gender Equality Forum that is planned for May 2024 (TBC) .
8. Attend "Face to face" session(s) that will go over 3 days in 2024 (You'll be informed about the time/place).
9. Be prepared to share your experiences and challenges, goals, and where you are in the process.



**IBU  
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*"Take this opportunity to shape your way actively, connect with others around the world, gain visibility, learn what is possible and how and get the chance to ask as many questions as possible."*

**MARIA WÜNN  
(GER)**

**IBU Mentorship  
Programme 2022**



**IBU  
ACADEMY**

*"It is an excellent opportunity to get out of your comfort zone and meet inspiring people, but what is most valuable - do something for yourself."*

**MARTYNA JEDYNAK  
-SZOŁTYSEK (POL)**

**IBU Mentorship  
Programme 2022**



If you have any questions, do not hesitate to get in touch with Dagmara Gerasimuk, IBU Development Director, [dagmara.gerasimuk@ibu.at](mailto:dagmara.gerasimuk@ibu.at)