The NAPA Thrive Women’s Mentoring Program supports the development of mentoring relationships for female advisors by pairing current or aspiring advisors with tenured, successful advisors or advisor home office staff.

This program provides female advisors with an avenue to discuss issues that are relevant to them, both as they embark on their careers and as they become established.

It also helps participants to develop enriching mentoring relationships, hear different perspectives on the industry and learn information that can help them grow professionally.

Interested women can sign up at napa-net.org/member.
Why a women’s mentoring program?
Research shows that men in positions of power rarely make mentorship opportunities available to women as often as they do to other men. Although there are many reasons for this, it results in women’s lack of access to the traditional supervisor or colleague-assisted route toward professional advancement. One-to-one mentorship is critical to the successful pursuit of advancement and success. This lack of equal opportunity to provide and receive professional support contributes to the historic dearth of women in leadership roles.

What benefit do mentees derive from this program?

Create Professional Networks
Women in leadership positions should commit to mentoring other women, because, in many cases, no one else will. This method of connecting help the woman you’re mentoring to excel and advance more effectively and efficiently than simply “learning on the job.” And, if done right, these types of relationships can lead to the development of a valuable professional network that will ultimately benefit all women in any organization.

Open Doors to Leadership
Mentorship is critical to jumpstart the careers of relatively inexperienced advisors and those who seek to enter the advisor business. A great mentor can provide essential, insider perspectives on how an advisory practice runs. A great mentor can prod you to seek recognition, leading to advancement and help ensure that you have the tools to succeed. Most importantly, an invested and galvanizing mentor will pinpoint the best time to take on leadership opportunities and help you build confidence as you seek promotion, while serving as your advocate when you take that plunge. Sadly, that confidence to embrace ambition is a trait that women are often discouraged from developing when we’re young. Mentors can help ignite—or reignite—that fire and push women to pursue a more rewarding destiny.

Is this program only for women?
The program is limited to women, but we may broaden it to include male mentors in the future. Its focus is to help women navigate the industry and grow professionally. Men do not face the challenges women do in the industry, so there is much work to be done to help women prepare to compete comfortably and fully with men. Thus, while the program is in its early stages, we are confining it to women only.

How long is the commitment?
We ask for a commitment of one year but if a pairing is not beneficial or other circumstances arise that prevent the pairing from succeeding and being effective, early exit is permitted.

Who is eligible for the program?
Mentors must be female advisors or advisor home office staff. Mentees can be advisors or industry professionals who would like to become advisors. All program participants must be NAPA members.

What is the time commitment?
We recommend that mentors and mentees plan on at least a monthly touchpoint in the form of a conference call, video chat, coffee, lunch or any other type of meeting. Beyond that recommendation, mentor/mentee pairs can set their own scheduled based on what works for them.

How will mentors and mentees be paired?
The NAPA Thrive Committee will pair mentors and mentees based on their needs as expressed in the application. Both mentee and her recommended mentor will have the opportunity to agree to the match before they are assigned to work together.

Can I be both a mentor and a mentee?
You may opt to be both a mentee and a mentor; for example, you could ask to be mentored on issues of succession planning or practice valuation and ask to serve as a mentor to someone who needs help navigating a career path.

1 2010 study from the Center for Talent Innovation (formerly the Center for Work-Life Policy)