



WinPE Ally Network - Pilot

OBJECTIVE

The WinPE Ally Network (WAN) aims to create a network of multiple small groups of women from investing, with a desire to build close knit communities that each member can leverage in her professional journey within investing. Each group will have members representing different levels of seniority. It is expected that the group as a whole will unlock the power of peer learning, knowledge exchange and industry networks. The senior women in each group will act as buddies, guides and advisors to the others, sharing their experienced perspective on one’s professional journey and personal development.

The program will:

- a) Provide a safe space for facilitating discussions;
- b) Create opportunities for learning, offer knowledge and resources;
- c) Offer advice and guidance regarding careers in investing; and
- d) Build industry networks for women in investing

Before rolling out at scale, WinPE would like to run a pilot program to test the proposed structure (“Pilot”).

ELIGIBILITY

The pilot will be open only to women in the PE/VC industry. There are limited spots available that will be filled on a first come basis.

BENEFITS OF THE ALLY NETWORK

BENEFITS FOR SENIOR WOMEN	BENEFITS FOR JUNIOR WOMEN
Build leadership position in the industry	Close insights from senior investors
Nurture female talent for future	Get career advise
Close knit community, safe space for sharing	
Find industry confidantes and industry networks	
Peer learning	

OPERATIONAL STRUCTURE FOR THE PILOT

After the selection of the cohort and mapping of the groups, WinPE will first hold a Zoom session introducing the program and having a first round of introductions.

- WinPE will create WhatsApp groups for each WAN group to facilitate intra-group communication. WinPE will make efforts to make sure there is a WinPE ambassador in each group to provide support.
- In order to build bonds and strong group dynamics, WinPE suggests at least 1 zoom meeting (till in-person interactions resume) in a month. In addition to that, each group can agree on their own protocols for offline engagements, including 1:1 interactions.
- At the end of 3 months, WinPE will ask for feedback from the members of the Pilot on the structure of the program and any suggested changes; the value they derived from the program and any other suggestions that they may wish to share.
- Feedback received will be incorporated into the design and structure for WAN before roll out at scale.

STRUCTURE

For the pilot, we will create 4 groups consisting of 8-10 women, with at least 2 senior PE/VC professionals.

	GROUP 1	GROUP 2	GROUP 3	GROUP 4	TOTAL
# SENIORS	2	2	2	2	8
# JUNIORS	7	7	7	7	28

ROLES AND EXPECTATIONS FROM PARTICIPANTS

SENIOR WOMEN	JUNIOR WOMEN
Role models for young women, guide and motivate them to the best of their ability	Take the lead in setting the group agenda, identifying discussions topics etc.
Take charge of group dynamics, encourage open communication	Take the lead in scheduling and coordinating meetings/ interactions
Build trust and respect – respect differing views, keep conversation confidential, be helpful	
Be regular in the meetings	