

# From Mentee to Mentor in 12 months

Following a successful year as a mentee on the 2022 D&I in Grocery cross-company mentoring programme, Katie Moore, Senior Commercial Finance Manager within Treasury Wine Estates EMEA explains her decision to become a mentor for 2023.



**Katie Moore**

Senior Commercial Finance Manager

"The mentoring programme has allowed me to become a lot more confident in myself and what I want from my career, including the skills to navigate certain situations and growth as I progress. It feels exciting to now be a mentor, and I am looking forward to what the next year has to hold. It is a fantastic programme to be involved in."

## Background

Joining the D&I in Grocery cross-company Mentoring programme, I wanted to help grow my network and connect with leaders and peers from across the industry, and this provided me with the perfect opportunity.

## Experience

My mentor taught me so much during the 12 months. It was encouraging to know that other colleagues and leaders had experienced similar situations and successfully navigated through them. This gave me the confidence and understanding to work through my own personal circumstances.

I want to be a mentor so that I can pass on the skills I learnt as a mentee. From a career growth perspective, it will also help my own growth because it is a two-way learning so mentors and mentees learn from each other.

This year, both myself and my mentee can increase our industry connections by attending the D&I event in October. We can also both grow personally and within our careers.

## Tips

Here are my tips for getting the most out of the mentoring programme:

- Be honest about your challenges.
- Take learnings back to your own organisation.
- Attend the networking events to expand your industry contacts.

## Benefits

### 1. Confidence

My personal confidence has grown as a result of this programme.

### 2. A new skillset

I now have a new skill set to help me navigate certain situations.

### 3. Career progression

Now I know what I want from my career and how I can achieve that growth.