



## Testimonials from The Link Community

*"No one can whistle a symphony.  
It takes a whole orchestra to play it."  
(Halford Luccock)*

My experience with the Link, particularly with my mentor Michelle, gave me the push just in time. I learned new skills that advance my career as well as won a new ally. I am grateful and highly recommend this program to all.

**Virali Shah**

Mentee, 2021



I'm a mentor with The Link mentoring program because it offers me two things: accelerate someone's development and an opportunity to develop my leadership skills due to the perfect matchmaking! Never give up and rise against the odds!

**Marko Mijatovic**

Mentor, 2021

Having access to a Mentor is a wonderful opportunity to reflect & grow. On our first meeting, my Mentor said he cared, and he really did throughout. Having an external sounding board who offers perspective and support is invaluable. Thank you, The Link!

**Melanie Lapointe**

Mentee, 2021



My mentee and I connected well, and she reached out to me early in the program. She was enthusiastic and keen to grow. We regularly kept in touch every 3-4 weeks and talked in between. As expected, there was some hesitation on how much to share, open up with the mentor – aka 'stranger'. In our 2nd meeting, we decided to give it a structure and pen down the top 3 issues we need to address. We are on the right track, set our goals and then decided to break it down in to smaller chunks. Nasreen was open and listened well. At end of each meeting, we recapped and set expectations from

each other for the next meeting. It was indeed a pleasure to see her determination to succeed in the 3 goals we set out and eventually find a better job, which is she is super excited about. Wish her all the success!

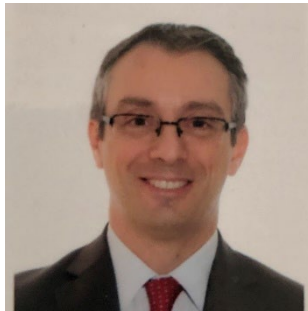
**Vivek Seth**  
Mentor, 2020

Because I value diversity, because each of us can play an active role in changing mindset, I am incredibly pleased to mentor young talented women. I was lucky enough to find my way and to meet great sponsors during my career who helped me to push my boundaries. I strongly believe of the power of mentoring which offers a space of openness, transparency, and true talk.



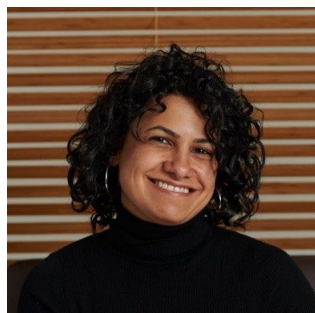
The Link is an amazing initiative to build bridges!

**Virginie Madrona-Debavelaere**  
Mentor, 2020



I was immediately touched by my mentees positive attitude and willingness to change. After sharing her objectives, we drafted together the detailed, ambitious action plan, beautiful and scary at the same time. I have since seen her evolve as a professional, blooming in the way she managed her daily tasks and specific projects, nurturing her relationships with her colleagues and her line manager. I am honored to have had the chance to support her through a bumpy year, to have gained her trust and beheld her growth. In our last virtual meeting, she told me, in a very humble way, that she was a relevant contributor for a new project, a recognized consistent team member and that, her rapport with the firm, regardless of Covid constraints, was going to continue. When contagious optimism meets an iron will, the most ambitious plan becomes achievable, what an extraordinary experience.

**Amadeo Aragona**  
Mentor, 2019



The careful selection and matching that The Link program conducts ensured a profound and transformational experience. The structured and intentional nature of the mentorship relationship reveals many opportunities to learn and reflect and work towards goals and aspirations for the mentor and the mentee. As a mentor, sharing what I have learned with my mentee gave me a sense of purpose and empowerment and challenged my current perspectives at times. For my mentee, hearing a different perspective and learning new ways of doing things helped her expand her toolkit and broaden her thinking. Mentorship is

a growth journey for the mentor as much as it is for the mentee. I've truly enjoyed being part of The Link Program, and I look forward to continuing this journey next year.

**Reem Althawadi**

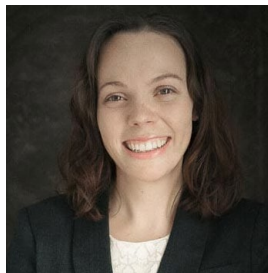
Mentor, 2019

I enjoyed and learned a lot with my mentor. She is inspiring, experienced, supportive and kind. I loved talking to her and sharing my struggles and doubts. She gave me her insights, ideas and push me to improve and try new things. We had constructive, fun and candid conversations. We even went to a radio program together to talk about our mentorship experience! I cannot recommend enough The Link mentorship program as it empowers us and connect us to amazing mentors and seeks to uplift and push forward all female mentees.



**Araceli Gallego**

Mentee, 2019



The journey with The Link helped me to develop myself in my professional career. I was provided with a very good mentee toolkit on how to conduct the mentoring partnership. The match between the mentor and the mentee was very good. It was a little bit difficult to say what I wanted to make out of my professional life at the beginning. I had just quit my first co-founder position in a start-up I really liked but I couldn't see any financial stability the next 5 years. When I went back to my home country, I felt most alive and in the "right" place. I came away with 3 very helpful hints amongst may helpful inputs from my mentor: 1. Take your space 2. Make friends - quit friends 3. Go forward, not backwards. When I was not so happy with my new job, I shifted my view to see it as it as a job on the way to my bigger goal and an opportunity to tap into my network. What I learned was to be patient and not lose sight of my goal.

**Carmen Reiter**

Mentee, 2019

Being stuck in a place you don't want to, is the most difficult thing one can face in their career. And one definitely needs someone, who can show the way. "The Link" helped me with this. My mentor always gave unbiased opinion. That gave me perspective, and a fresh angle on a lot of issues. By the end, I could see the way out. The best part, no hand



holding! I came up with the solutions all on my own. It is great to have someone who has immense experience, and has, at some point in life, sailed in the same boat.

**Nasreen Ahmad**

Mentee, 2019



Why would a busy professional offer to provide their valuable inputs and effort free of charge to a mentorship scheme? At face value there is zero to limited return on investment plus the project could become another drain of energy and time. Well, that was not my experience and so I have signed up to be a mentor for a second time. The Link Mentorship Program exceeded my

expectations and I got out as much as I put in. The primary value (for me as a mentor) was engaging with young professionals, who are at a different point in their careers to mine, which enabled me to see the current business world from their perspectives. I'm not that old, but there is already a generation gap that has emerged in the workplace and the candid discussions with my mentee assisted me in building a bridge to close the gap.

**Dr. Michael Nates**

Mentor, 2019



My experience with The Link program was very enriching, despite its relative shortness which makes me believe that it was all about quality as opposed to quantity only. I have met my mentee, couple of times face to face and we stayed in touch via the phone for the duration. Having the chance to have conversations with a young

woman was so interesting to compare perspectives and even to understand the whole cycle of life. Having her receptive as well to what was being said, allowing herself to go deeper and reflect on her own challenges, fears, concerns or even ambitions, and having her asking herself the right questions was such an interesting dynamic to be part of. Thank you to all involved to make the time for such nourishing conversations. Keeping such initiatives up is bound to establish a new era for us women.

**Mona Soubra**

Mentor, 2019





“Once you become part of The Link, you never leave.” I have heard it from a fellow mentor and couldn’t agree more! I am thankful for all the experience, energy and enthusiasm of the past two years when I mentored high potential women at The Link. It was a privilege to be part of their growth journey and see them reach their potential. And now, over to YOU. Chances are, if you are reading this, you are ready to grow either as a mentee or mentor. So don’t overthink, say YES to growth and expanding. Become part of The Link community.



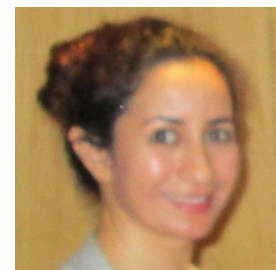
**Orsi Urban**  
Mentor, 2019



Having lacked quality mentorship during the growth phases of my professional life and having previously mentored a few women in business, I was very keen to learn more about The Link’s approach and I believe that a solid mentorship program for women, particular those working on their own, outside of the large corporates to be lacking. We need more female role models in business to inspire and guide the younger generation and those role models will come from empowered and successful women. The Link is the answer. Packaged as an accountable mentorship program whereby Mentors skills, experiences, behaviors and attitudes were understood and in turn matched with Mentees so that they could both enjoy a mutually beneficial relationship and success story.

**Amanda Perry**  
Mentor, 2019

Being part of the Link mentoring initiative was nurturing and different from my previous mentoring experiences, the matching process played an instrumental role in the success of the relationship. When I met my mentor for the first time, we immediately connected on many common traits, which helped establish the trust element, that is crucial in any mentoring relationship. We managed to maintain a steady contact and structured meetings, based on her personal goals, challenges and action plan. The training provided by The Link contributed to reinforcing the mentoring relationship. It is very rewarding to engage in such an initiative and feel that my experience and knowledge could assist a younger lady with her challenges in the work environment.



**Hanane Benkhallouk**  
Mentor, 2014



My mentor was an empowering and refreshing person in times where I needed a different perspective on a situation. She truly challenged my thinking, tough but necessary for any person looking to evolve and grow professionally. She was very dedicated and enthusiastic to help, which was heartfelt. We discussed specific challenges and goals and I always left with a plan of action. The tangible and direct feedback has been useful and a perfect complement to the feedback and reviews I get from the company I work for. Many companies will focus on your KPIs and targets but very few will provide feedback on specific situations and soft skills and all individuals benefit from that type of feedback. The tips I have from her is something that I will carry with me a long time in my career. The Link introduced me to a great mentor and is an organization that selflessly empowers and promotes women.

**Saana Azzam**  
Mentee, 2014



Being part of The LINK gave me a huge confidence boost. The mentoring relationship was empowering, helping me understand myself through healthy dialogue and trust. My mentor was much more than a sounding board, listening objectively to my career plans and helping me organize my ideas clearly. Giving me valuable feedback and sharing her wealth of experience in dealing with workplace scenarios and challenges. The sessions kept me open minded towards new career prospects and opportunities for growth that I might have otherwise missed. I finally began trusting myself, taking on difficult decisions positively and taking strategic risks. I realized the type of artist/designer I want to be without conforming to a cookie cutter mold. My field of work can become stagnant if creativity is lost, and calculated decisions are not taken at the right time. I shifted my approach towards my professional life and the main change has been an inner one towards carving my own path.

**Amal Al Beiti**  
Mentee, 2013

