

UNIC WOMEN'S

CINEMA LEADERSHIP PROGRAMME



UNION INTERNATIONALE DES CINÉMAS
INTERNATIONAL UNION OF CINEMAS

WHAT IS THE WOMEN'S CINEMA LEADERSHIP PROGRAMME?

The Women's Cinema Leadership Programme is a 12-month mentoring programme for women in cinema exhibition and beyond. The programme is rooted in the belief that gender-balanced leadership is an imperative for business growth, better governance and more equity in the industry.

To build on the success of the first eight cohorts, the ninth edition will provide fourteen talented female cinema professionals with the opportunity to receive one-to-one career advice, network and learn from outstanding women executives, recognised for their leadership and business success across the cinema landscape.

The programme represents UNIC's flagship initiative to address the need to encourage and empower female professionals in order for the industry to realise its full potential.

As joint sponsorship partners of the UNIC Women's Cinema Leadership Programme (WCLP), Barco, IMAX Corporation and Vista Group support UNIC's mission to achieve a more diverse and inclusive cinema industry. More information is available [here](#).

LONG-TERM OBJECTIVES

- ✓ Attract, retain and stimulate the growth of the female talent pool within the exhibition sector;
- ✓ Build an inclusive and diverse workforce in the exhibition sector;
- ✓ Reinforce the commitment of cinema operators towards gender-balanced leadership within the industry.

SHORT-TERM OBJECTIVES

- ✓ Provide opportunities for talented women in the sector to observe, interact with, and learn from outstanding female executives from across the cinema landscape;
- ✓ Facilitate access to guidance and support for personal and professional development;
- ✓ Offer visibility and networking opportunities for participants.

BENEFITS OF JOINING THE WOMEN'S CINEMA LEADERSHIP PROGRAMME

BENEFITS	MENTEES	MENTORS	INDUSTRY
Accelerated Growth	☒	☐	☒
Enhanced Confidence	☒	☒	☒
Targeted Development	☒	☐	☒
Guidance from Leaders	☒	☐	☒
Networking Opportunities	☒	☒	☒
Learning Opportunities	☒	☒	☒
Increased Visibility	☒	☒	☒
Fulfillment and Satisfaction	☒	☒	☒
Collaboration and Knowledge Exchange	☒	☒	☒
Giving Back	☐	☒	☒
Diverse Talent Pool	☐	☐	☒
Addressing Under-Representation	☐	☐	☒

ABOUT THE PARTICIPANTS

Mentors are chosen amongst outstanding senior female executives, known for their business achievements across the industry. Selected mentees must have a minimum of 5 years' experience in the industry, a proven track record and motivation to learn from senior professionals. All come from a wide range of companies based in diverse territories. Check the full list [here](#).



ROLES OF MENTORS AND MENTEES

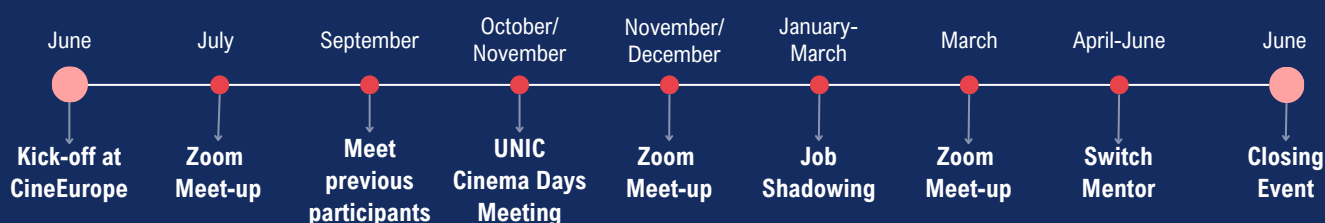
Ideally, mentors should:

- Assist their mentee with establishing their career goals and setting up activities that will help reach them;
- Help their mentee set priorities and identify opportunities to develop and demonstrate leadership;
- Share their professional experience and knowledge on different topics for the mentee;
- Try and meet up in person at least once during the mentoring year;
- Offer support to their mentee in overcoming their development challenges;
- Guide their mentee with setting and implementing their promotion strategies;
- Provide constructive feedback on their mentee's progress;
- Help their mentee expand their professional network.

Ideally, mentees should:

- Define their career objectives and take responsibility and action to achieve them;
- Assess their areas of development and share them openly with their mentor;
- Take the initiative to schedule meetings with their mentor; try and meet up at least once during the mentoring year (CineEurope, UNIC Cinema Days, job shadowing, festivals...);
- Establish and lead their own learning agenda;
- Take the initiative to ask for feedback and advice;
- Transform the mentor's feedback into action;
- Take on new challenges and get out of their comfort zone.

WCLP programme Timeline



Throughout the programme

One-to-one
mentoring
calls/meetings

Additional Tools

Newsletter

Stretch project:
Push your
boundaries!

WhatsApp
Group