



NatAlli

Regenerative Alliances

NatAlli magazine

www.natalliproject.eu



A PRACTICAL

GUIDE

MENTORING

TO THRIVE

JOIN OUR

COMMUNITY PLATFORM



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Welcome to the fourth

issue of the NatAlli e-zine!

*In this edition, we turn our focus to **Work Package 5 (WP5): Capacity Building** – a pivotal phase of the NatAlli project that moves mentoring from concept to practice.*

WP5 represents the operational heart of our initiative: strengthening skills, equipping mentors, and creating the conditions for sustainable, high-quality mentoring relationships that support highly educated Ukrainian women in rebuilding and advancing their professional paths.

Capacity building is not only about training; it is about enabling long-term impact. Through the launch of our Train the Trainer manual, the continued development of mentoring structures, and targeted outreach campaigns for both mentees and mentors, WP5 translates the foundations laid in earlier work packages into tangible action. It reinforces our commitment to professional standards, cross-border collaboration, and a mentoring ecosystem that is both inclusive and resilient.

This issue also reflects on key milestones, including our Mentoring to Thrive event in Amsterdam. You will find insights from participants, practical resources emerging from the Train the Trainer launch, and an article exploring post-crisis regeneration and the broader role of mentoring in recovery and renewal.

In addition, we spotlight two NatAlli partners who are leading the way in mentoring practice and innovation, illustrating how institutional expertise and collaboration are driving the project forward across Europe. We invite you to explore this issue, engage with the resources, and join us in strengthening a mentoring community that empowers, connects, and creates opportunity.

**Thank you for joining us
on this path of discovery.**



Mentoring to Thrive: How Ukrainian Women and Their Allies Came Together

Mentors, entrepreneurs, and advocates from across Europe gathered first online, then in person in Amsterdam for two interconnected workshops exploring how mentoring can support Ukrainian women rebuilding their careers and confidence in a new country.



The online session, **“Mentoring for Resilience” (5 November)**, brought together practitioners from multiple countries for a deep dive into mentoring challenges drawn from real-life experiences. Using scenarios based on the NatAlli training modules, small groups explored questions around confidence loss, navigating unfamiliar systems, rebuilding leadership identity, and cultural communication.

Many mentors stressed the importance of active listening, patience, and supporting women to take small steps toward renewed self-efficacy. Others highlighted practical insights: using storytelling, reframing CVs, or encouraging volunteering to build networks and confidence.

Two weeks later, on 18 November, we continued the conversation at Impact Hub Amsterdam with **“Mentoring to Thrive”**, a day filled with storytelling, shared learning, and community building. We were honoured to hear a moving testimonial from Tetiana Kolodii, a Ukrainian mentor now supporting women across Denmark and Estonia using NatAlli.

As one participant reflected,



“Everything starts with acknowledging the long-term trauma of displacement, because unless we name it, we risk assuming that short-term mentoring interventions can resolve something far deeper”

She shared how she structures her mentoring relationships:



“I always ask: ‘How can I help you right now?’ Then we make a small 30-60-90 day plan together. It’s about creating clarity, routine, and hope.”

A roundtable of Dutch and Ukrainian speakers—including Ellen Schepers, Co-Founder and COO of KolenKitKoks, Quincy Dalh, Strategic Policy Advisor Labor Market, Innovation & Impact Ecosystems from the City of Amsterdam, and Ukrainian Pastry Chef and Entrepreneur Anna Sadovska—shed light on the realities Ukrainian and newcomer women face when navigating new labour markets.



Ellen noted the value of practical opportunities and paid work, sharing:

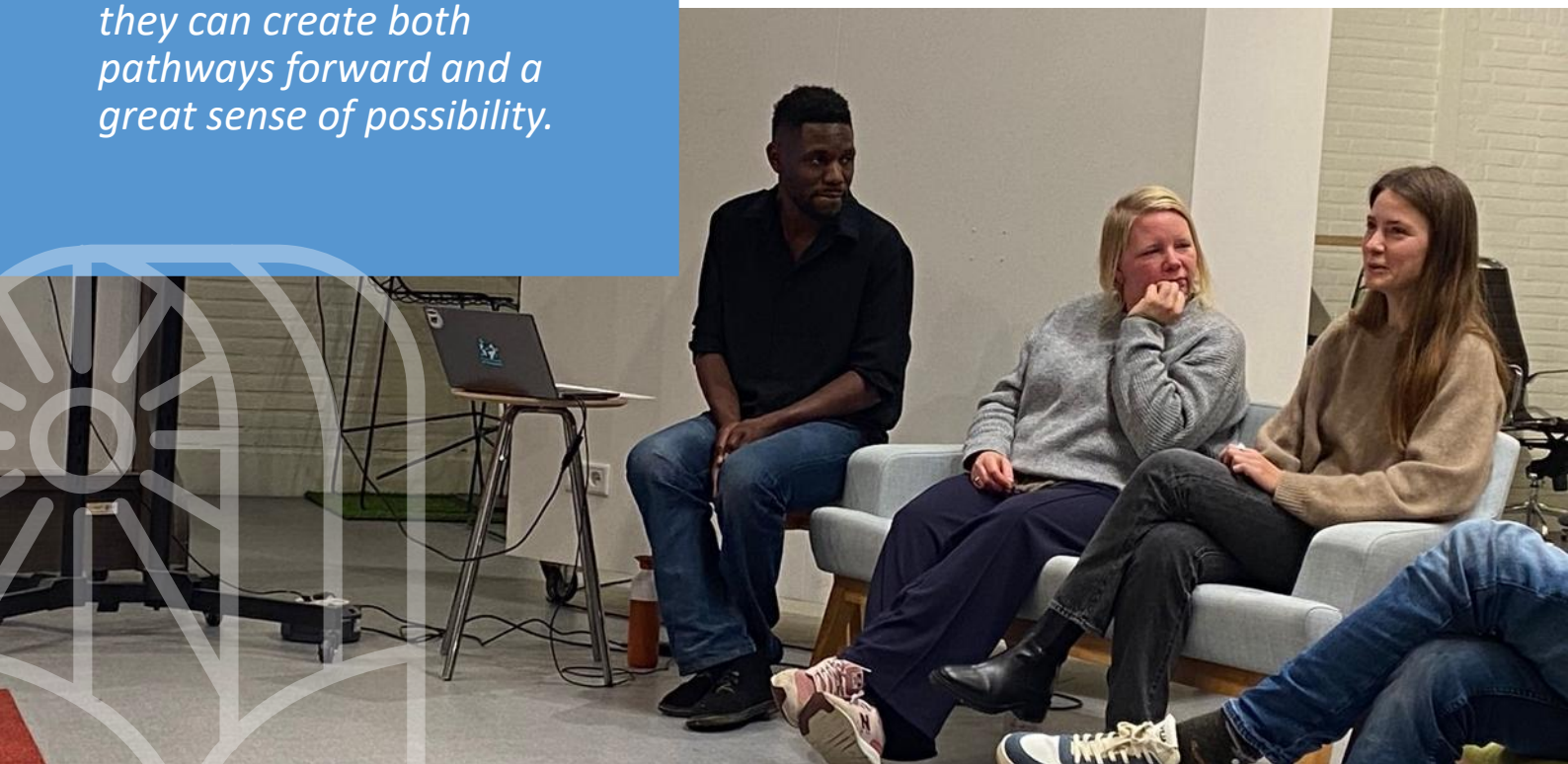
“The most important thing we can give these women is a real chance. And getting paid for one’s work is a clear way to build confidence.”

Participants then rotated through World Café-style scenario discussions, exploring how to apply mentoring tools in real situations. These conversations drew on lived experience, from navigating Dutch tax systems and obstacles to integration to rebuilding leadership confidence after displacement, and underscored the collective resilience of the community.

The day closed with a networking borrel featuring catering by Amal, a Yemeni newcomer Chef and Entrepreneur via KolenKitKoks; a live example of what supportive mentoring and an entrepreneurial mindset can make possible.

Thank you to all who tuned in online and who joined us in Amsterdam for this special workshop series. Both events reaffirmed that mentoring is most powerful when it is personal, practical, and grounded in a shared acknowledgement of one another’s humanity.

When Ukrainian women, mentors, and community organisations come together, they can create both pathways forward and a great sense of possibility.





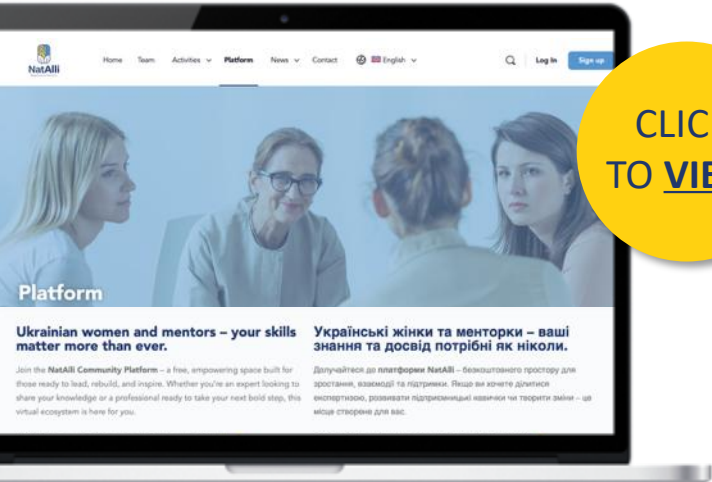
You don't have to rebuild your career alone

Starting over in a new country can feel overwhelming; there's a new language, new systems, new workplaces, and often a new professional identity. But you don't have to navigate all of this by yourself.



Our NatAlli community platform brings together Ukrainian women who want to learn, grow, and support one another while building their careers in Europe. Through mentorship, skills training, and professional networking, you can gain practical guidance, confidence, and valuable connections. Here, you'll find a safe space to share your experiences,

ask questions, and connect with women who understand your situation as well as mentors who want to see you succeed. The free resources and materials will support you whether you are looking for your first job, changing careers, or simply exploring new opportunities.



**Join for free today:
Platform - Natalli Project**

Your experience can open doors for others

Many newcomer and Ukrainian women in Europe are rebuilding their lives and careers from scratch. They bring talent, resilience, and ambition, but often lack access to professional networks, guidance, and confidence in navigating new workplace cultures.

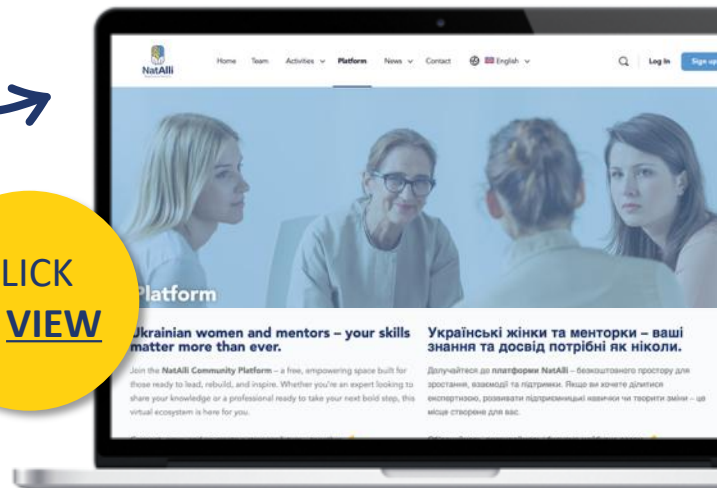
By becoming a volunteer mentor, you can play a meaningful role in helping them move forward. Our community platform is designed to support you as much as the women you mentor. As a mentor, you'll have access to practical training modules to strengthen your mentoring skills, a ready-to-use toolkit with templates and resources to develop your mentoring relationships.

Even a short time commitment can create powerful change. Your insights can boost confidence, clarify career paths, and open doors to new opportunities. Beyond impact, mentorship is also a chance for you to reflect, grow, and connect with inspiring women who bring diverse perspectives and experiences. If you are willing to listen, encourage, and share your professional experience, you already have what it takes to make a real difference.

Become a mentor and start making an impact today: [Platform - Natalli Project](#)



**CLICK
TO [VIEW](#)**



Join the NatAlli Community Platform

SIGN-UP BONUS!

Register before 31st March 2026 to enter our €150 prize draw



NatAlli
Regenerative Alliances

What You'll Find:

Mentor & Mentee Profiles



Browse and connect with others in the community.

Filter by interests, location, experience, and more

Tip: Complete your profile so others can find you

Mentoring Resources



Explore structured learning modules to deepen your mentoring journey.

Includes theory, examples, reflection prompts and practical tools.

Tip: These are designed for mentors and mentees

Mentoring Toolkit



A library of hands-on tools to support your growth.

Tip: Start with our Capacity Assessments to find your path forward

Your space to grow, connect, and support each other.

The NatAlli Community Platform brings together Ukrainian women and allies across borders to exchange knowledge, share experiences, and lift each other up through mentoring.

Our free, empowering space is built for those ready to lead, rebuild, and inspire. Whether you're an expert looking to share your knowledge or a professional ready to take your next bold step, this community is here for you.

Sign up to start exploring our supportive, cross-border community



FH MÜNSTER
University of Applied Sciences



momentum



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Приєднуйся до платформи спільноти NatAlli

БОНУС ЗА РЕЄСТРАЦІЮ!

Зареєструйтеся до 31 березня 2026 року, щоб взяти участь у розіграші призу 150 €.



NatAlli
Regenerative Alliances

Що ти знайдеш:

Профілі ментора та менті



Переглядай профілі та знаходь нові зв'язки у спільноті.

Сортуй за інтересами, локацією, досвідом та ін.

Порада: Заповни свій профіль – так інші зможуть легше знайти тебе!

Ресурси для менторства



Досліджуй структуровані навчальні модулі, щоб поглибити свої знання у менторстві.

У середині – теорія, приклади, запитання для рефлексії та практичні інструменти.

Порада: Модулі створені як для менторів, так і для менті.

Інструменти для менторства



Бібліотека практичних інструментів для твого розвитку.

Порада: Почни із «Оцінки потенціалу» - це допоможе визначити твій подальший шлях

Твій простір зростати, єднатися й підтримувати одна одну.

Платформа спільноти NatAlli об'єднує українських жінок та їх союзників, незважаючи на кордони, щоб обмінюватися знаннями, ділитися досвідом та зростати разом через менторство.

Наш безкоштовний та підтримуючий простір створений для тих, хто готовий вести, відбудувати та надихати. Якщо ти експертка чи експерт, що прагне ділитися своїми знаннями, або професіоналка, готова до наступного сміливого кроку, ця спільнота для тебе.

Реєструйся, щоб відкрити для себе нашу підтримуючу міжнародну спільноту





When mentoring matters most.

...A practical guide from the NatAlli project

Across Europe, thousands of highly educated Ukrainian women are continuing to rebuild their lives in new countries. Many arrive with strong professional backgrounds, leadership experience, and entrepreneurial ideas, yet face barriers that go far beyond just finding employment.

By Madeline Arkins, UIIN



New systems, new cultures, disrupted networks, and the emotional weight of displacement all shape what support is needed. This is the context in which the NatAlli Train the Trainer Manual was created. Developed as part of the NatAlli project, the manual is designed for organisations, mentors, trainers, and

community facilitators who want to build meaningful, effective mentoring programmes for Ukrainian women. It brings together learning from international workshops, hands-on mentoring practice, and the lived experience of mentors and mentees across multiple European countries.

Inside the NatAlli Train the Trainer Manual

The manual focuses on how to design mentoring that is human-centred, trauma-aware, and grounded in real-life situations. It is especially relevant for those working in employability, entrepreneurship, leadership development, or migrant support, and for teams looking to scale or replicate mentoring initiatives within their own networks.

What makes this manual different is its strong emphasis on practice. Trainers are guided through both online and in-person workshop formats, with clear advice on framing, preparation, facilitation, and follow-up. Scenario-based learning is central to the NatAlli

approach, where realistic scenarios reflect challenges mentors regularly encounter, such as rebuilding confidence after professional setbacks, navigating unfamiliar systems, reconnecting with leadership identity, or adapting mentoring styles across cultures. The manual also highlights lessons learned from running mentoring workshops across borders. It shows why interactive formats consistently outperform presentation-heavy sessions, how small group discussions create safer spaces for reflection, and why simple language and thoughtful facilitation matter so much when participants bring different linguistic and cultural backgrounds.



Mentoring as a human partnership

As well as the central methods and formats, the manual addresses the deeper questions that mentors and organisations often grapple with: How do you support ambition without creating pressure? How do you balance encouragement with honesty about structural barriers? How do you create mentoring relationships that feel like partnerships rather than hierarchies?

Voices from mentors and mentees are woven throughout the manual, grounding the guidance in lived experience. These perspectives underline that effective mentoring is rarely about dramatic breakthroughs. More often, it is about small, agreed steps, rebuilding trust in one's own abilities, and reconnecting skills to real opportunities in a new context.

An invitation to trainers and organisations

For organisations already supporting Ukrainian women, the NatAlli Train the Trainer Manual offers a way to strengthen existing work with a clearer structure and shared principles. For those new to mentoring, it

provides a practical, accessible starting point grounded in lived experience rather than theory alone. The manual is now available to support trainers, mentors, and organisations ready to carry this work forward.

Download the guide here:
[Train the Trainer - Natalli Project](#)





Post-crisis regeneration needs entrepreneurial universities



By Madeline Arkins, UIIN

The Context

Universities are operating in a period of overlapping pressures, financial, political and institutional. Traditional models feel brittle, and public expectations are shifting. In this environment, retreating into the institution narrows options. The more effective response is purposeful external engagement that delivers visible public value, diversifies relationships

and opens routes for students and founders to create solutions and opportunities. For regeneration after crisis, the stakes are practical: people need income, communities need services, and institutions need legitimacy. Entrepreneurial activity that is designed for access and mobility can meet these needs, provided support is structured and inclusive.

Start100 and CreateHER from the University of Galway

Start100 from IdeasLab at the University of Galway translates principle into practice through a design-centred summer incubator that guides students from problem framing to validation and early market testing within a single, coherent journey. The programme opened with a paid accelerator call and nine teams were formed in the first iteration for a six-week sprint running from May to July 2022. Each team was matched with a small mentor panel selected for fit, so advice aligned with stage and sector, and progress could be tracked against clear milestones.

One feature that stands out is its paid bursaries; these removed the opportunity cost of summer participation, enabling students who were working, commuting or caring for family to commit fully to the programme. Workshops covered pitching, financial literacy, idea protection and the local and national ecosystem and students heard directly from experienced founders. The success was clear. Of the nine teams, one team secured Enterprise Ireland feasibility support and applied for European Innovation Council funding to

progress its technology solution, while another received a #BeyondInclusion scholarship to deepen capability in virtual and mixed reality prototyping. The IdeasLab team also confronted a familiar challenge, too few women participating in the incubator programme. The response was CreateHER, a dedicated track for undergraduate women. The goal was straightforward, change who shows up and who succeeds by removing practical barriers and making support feel relevant. Mentor rosters included women with lived experience working and leading in typically male-dominated fields and sessions were designed to provide a safe setting to test, learn from missteps and continue.

From the success of this first iteration, CreateHER has conducted blended sessions across Ireland, including the University of Limerick and South East Technological University. Their most recent cohort also received funding support from Ireland's Higher Education Authority, evidence of its wider impact nationally.

Relevance to the NatAlli project

For the NatAlli project, the IdeasLab and CreateHER format offers some timely lessons on how to support women in entrepreneurship:

01 Design for participation first

Stipends or bursaries allow founders to commit time without risking income or care responsibilities. Consider other ways to widen participation among those to whom entrepreneurship is not within easy reach, e.g., flexible timetables, remote options, translation support etc.

02 Make mentoring strategic

Curate small panels around each venture's stage, and rotate expertise as needs change. Begin with discovery and validation, then bring in specialists on regulation, procurement and finance. Treat mentor time as a scarce resource that is choreographed.

03 Build women-centred peer cohorts

Peer networks and affinity groups are a powerful way to build social and cultural capital in a new country and widen founder networks for knowledge and opportunity sharing.

04 Wire programmes into the local ecosystem

Broker introductions to local and national authorities, corporates and investors who can offer pilots, guest speakers, data, or even early customers. The goal is practical exposure, steady feedback and doors that stay open after the cohort ends.

05 Measure what matters

Track participation and completion for women, mentor contact hours, etc. and invite alumni back as mentors to further compound social capital.



With these design choices, mentoring moves from a worthy activity to a tool for regeneration that can help Ukrainian women founders and other newcomers build livelihoods, deliver needed services and strengthen civic trust.

The REACH –

EUREGIO Start-up Center

The REACH – EUREGIO Start-up Center is the start-up center for Münster's universities, the University of Münster and Münster University of Applied Sciences.

Under the motto

#FromScienceToStartup, the REACH team supports people interested in starting a business and founders on their individual start-up journey. REACH also specifically targets scientists at universities to strengthen the transfer of science into entrepreneurship and promote start-ups from the scientific community.



Das REACH -

EUREGIO Start-up Center

Das REACH – EUREGIO Start-up Center ist das Start-up-Center der Münsteraner Hochschulen, der Universität und FH Münster.

Unter dem Motto

#FromScienceToStartup, unterstützt das REACH-Team Gründungsinteressierte und Gründer*innen auf ihrem individuellen Gründungsweg. Außerdem spricht das REACH gezielt Wissenschaftler*innen der Hochschulen an, um das Thema Transfer von Wissenschaft in Unternehmertum zu stärken und Gründungen aus der Wissenschaft heraus zu fördern.

Universität Münster

The University of Münster is one of the largest universities in Germany with a rich and time-honoured tradition.

It enjoys an outstanding reputation in the region and far beyond. Fifteen faculties with 120 degree programmes and some 30 research centres comprise the institutional backbone of the University. Some 42,500 students and 5,100 academics appreciate the University's excellent research opportunities, high-quality teaching, promotion of junior researchers, and the advantages of living in the city of Münster.

Our slogan sums it up best:

"living.knowledge"

The University of Münster is signatory of the Magna Charta Universitatum.

Die Universität Münster zählt zu den größten und traditionsreichen Universitäten Deutschlands. Sie genießt als Einrichtung der Wissenschaft national wie international eine hohe Reputation. 15 Fachbereiche mit 120 Studienfächern und rund 30 wissenschaftliche Zentren bilden das institutionelle Gerüst der Hochschule. Rund 42.500 junge Menschen

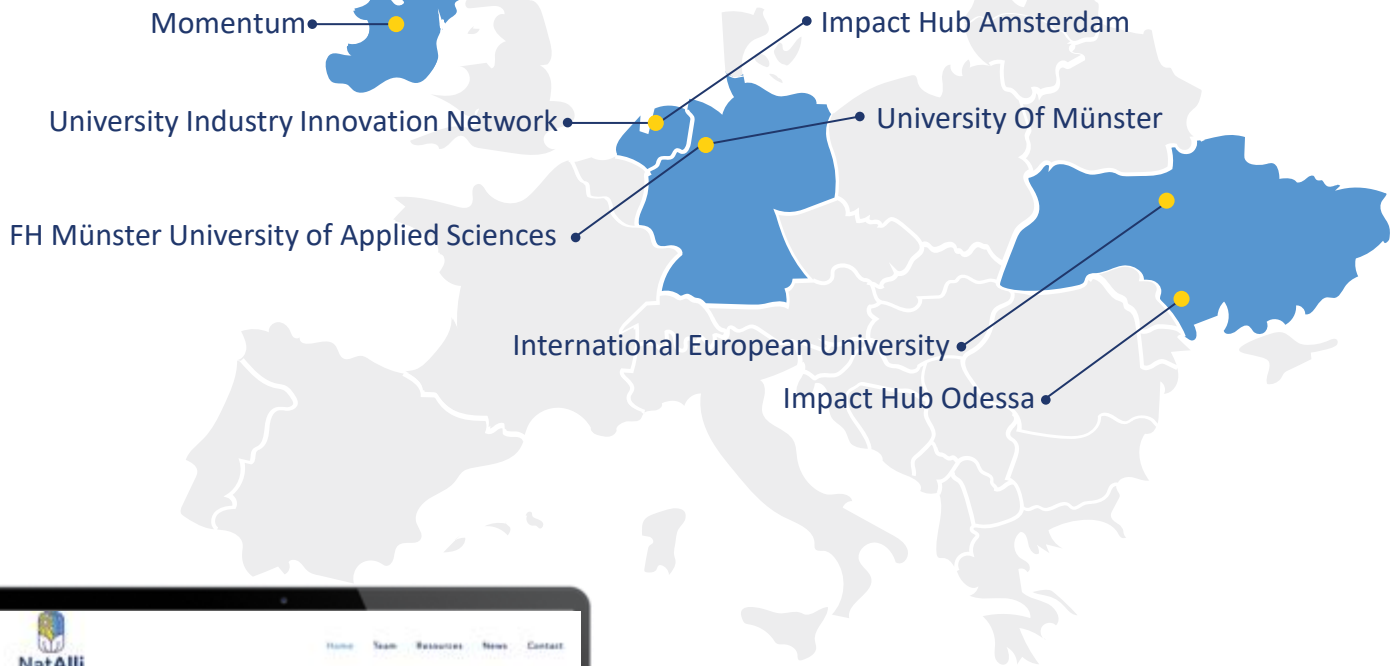
studieren, rund 5.100 Wissenschaftlerinnen und Wissenschaftler forschen und lehren an der Universität und prägen damit das Leben in der 320.000 Köpfe zählenden Stadt Münster. Die Universität Münster ist Erstunterzeichnerin der Magna Charta Universitatum.



Our Partners



NatAlli led by FH Münster consists of seven partners from four European countries. Our rich and varied partnership consists of three HEIs, a university network, an NGO and two SMEs.



Follow Our Journey



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