

# The WIMnet NSW Mentoring Program Information Pack, February 2019



# Executive Summary

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The WIMnet NSW Mentoring Program was the first of its kind in NSW and was created due to an increasing demand to provide formal mentoring assistance to women working in New South Wales' minerals and energy sectors.

The WIMnet NSW Mentoring Program is aimed at women working in the resources sector from those who have only a couple of years' experience through to women with twenty or more years. It is a structured program based on face-to-face mentoring from a female or male industry leader who has been expertly matched to assist the mentee with the career challenges and issues they have identified.

# Executive Summary continued...

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Having recently concluded its fourth annual intake, the WIMnet NSW Mentoring Program is designed to assist with the retention of women in the industry and most predominantly to enhance the career progression of the many very capable women now working in the sector from lower right through to senior and executive levels. Since inception, the WIMnet NSW Mentoring Program has graduated 123 mentees and invited 64 mentors to participate.

The one-on-one, tailored approach allows women to tackle the key issues affecting their career with the assistance of a hand-picked, experienced individual who has no connection with their employer or place of work.

# WIMnet NSW Mentoring Program objectives

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1. Enhance retention and support for women in the NSW minerals sector by providing mentoring support, career development and personal growth opportunities;
2. Increase opportunities for women to network with each other and foster an embracing culture for all women in all types of roles within and servicing the NSW resources industry;
3. Encourage women at all levels to be change agents, fostering cultural change in the workplace;

# WIMnet NSW Mentoring Program objectives continued...

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4. Provide another means to assist women in the industry to develop as potential role models and gain greater visibility, thereby encouraging increased female participation in the sector;
5. Engage females and males at senior levels as mentors in the Program by gaining support and exposure through the implementation and promotion of the Program;  
and
6. Engage industry sponsors to assist in creating a sustainable program that proves enhancing diversity repays the company from both a commercial and values perspective.

# WIMnet NSW Mentoring Program 2019 official sponsors

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\* Denotes 3-year Program Partners

## Gold



## Silver



## Bronze



# WIMnet NSW Mentoring Program 2018

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The most recent WIMnet NSW Mentoring Program 2018 approved 28 matches.

The program was officially launched on 4<sup>th</sup> May 2018 at the offices of Ernst & Young in Sydney and concluded on 26<sup>th</sup> October 2018 at the offices of McCullough Robertson.

With strong representation from Sydney and the Hunter Valley, as well as Central NSW, mentees worked in a variety of roles however most were in operational roles including mining engineering, geology, human resources, safety, trades and accounting.

# WIMnet NSW Mentoring Program participants

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# WIMnet NSW Mentoring Program 2018 survey feedback

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1. 100% of survey respondents agreed that the program has made a positive impact on their careers.
2. 100% of mentors felt that they 'got something from the process too'.
3. 100% of survey respondents want to see the WIMnet NSW Mentoring Program continue into 2019.
4. 95% of survey respondents either Agreed or Strongly Agreed that they had a quality relationship with their mentor/mentee.
5. The WIMnet NSW Mentoring Program 2018 was rated 4.7/5.0 by survey respondents (2017 = 4.6, 2016 = 4.5, 2015 = 4.6), or was rated four stars or higher by 94% of survey respondents.

# WIMnet NSW Mentoring Program 2019

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- May – October 2019 (launching in Sydney).
- 30 mentee places available.
- Influential males and females from the industry will be invited to participate as mentors.
- The cost per mentee will be \$1,000 + GST.
- Mentee applications open 14<sup>th</sup> January 2019. Refer [here](#) to apply.
- There will be three official events held throughout the program: Training and Launch event (end May, Sydney), midway regional networking event (August 2019) and Celebration event (October 2019).

# WIMnet NSW Mentoring Program 2019 continued...

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- The WIMnet NSW Mentoring Program 2019 will continue to implement a heavily structured framework that includes a comprehensive matching process conducted by AHPRA endorsed Organisational Psychologists, a bespoke framework to align mentor/mentee expectations and expedite the mentoring process, unlimited coaching for all mentors/mentees and a training process for all participants.

# Mentee benefits

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- Comprehensive training including a structured framework to follow;
- The opportunity to meet all WIMnet NSW mentors and mentees, allowing them to expand their network;
- Development of career goals with an experienced professional who does not have an agenda with the mentee's workplace;
- A friend who will share their industry experiences; and
- Being part of a unique, tailored and extraordinary program for remote-based and corporate women working in the minerals industry in NSW.

# Mentor responsibilities and benefits

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- Provide professional support, career guidance and industry advice to a female mentee on a 3-4 week basis for the duration of the program (May to October 2019).
- The opportunity to provide guidance, support and leadership to the state's future mining leaders.
- Exceptional networking and business development opportunities.
- Opportunity to 'give back' to the resources industry in a productive and unique way.

# WIMnet NSW Mentoring Program sponsor testimonial

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*“The WIMnet NSW Mentoring Program has provided an excellent opportunity for two of our talented young mine-site-based employees to gain an external perspective of the particular challenges experienced by women working in the resources industry. It has also enabled them to learn from their mentors’ practical experience and career journeys, and from the wisdom they’ve gained along the way.*

*Very importantly, it has initiated more in-depth conversations about how best to provide our women with the self-awareness and leadership skills that they will need to complement the technical competencies required for their progression into more senior operational roles” - Sponsor representative*

# Next steps

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- Mentor expressions of interest to Dr Ali Burston: [ali.burston@metisphere.com.au](mailto:ali.burston@metisphere.com.au)
- Sponsorship interest to Michelle Lawson [Michelle.Lawson@glencore.com.au](mailto:Michelle.Lawson@glencore.com.au) ,  
Fiona Robertson [fa\\_rob@hotmail.com](mailto:fa_rob@hotmail.com) or Mun Lum [WaiMun.Lum@anz.com](mailto:WaiMun.Lum@anz.com) .



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