



Charles Sturt
University

Leadership Development for Women 2021 Program

Mentors Information Session

28 July 2021 2pm

LDW Program 2021



02 August 2021 – 22 October 2021



Content



Today's session will cover:

- Program Outcomes
- Program Outline
- The role of the mentor
- Resources available to assist you
- Getting Started and Questions

LDW Key objectives

- Support women in their career development journey
- Contribute to increasing the number of women in senior leadership roles by building leadership capability
- Help women leaders to build confidence and reach their full potential
- Increasing leadership skills, capability and knowledge
- Increasing professional networks and support networks
- An outside-in perspective to challenge current thinking and leadership perspectives
- Supporting the [Workplace Gender Equity Strategy at Charles Sturt](#)
- Program is funded and coordinated by DPC with support from the LDW Committee



LDW Program Overview

The Program is facilitated by Nikki Roche, Director of Blue Zenith, Leadership and Coaching.

The Program will feature:

- Senior Level Sponsorship – Professor Janelle Wheat, Provost and Deputy Vice-Chancellor (Academic)
- 3 zoom workshops
- MBTI Step II Leadership Awareness Survey
- Access to Interact 2 Site and Discussion Board
- 2 coaching sessions
- Mentoring
- Participation in an Action Learning project aligned to the University Strategy
- Presentation of findings from the Action Learning Project to Senior Leaders
- Reflective Practice
- Access to a range of webinars by internal/external facilitators
- Access to resources, materials and learning to help build leadership capability
- Access to Yammer and LDW networking group to share information and ideas





<https://www.csu.edu.au/division/people-culture/current-staff/my-employment/professional-development/leadership-programs/leadership-development-for-women/ldw-program>

‘The success of every woman should be the inspiration to another. We should raise each other up. Make sure you’re very courageous: be strong, be extremely kind, and above all, be humble’ – *Serena Williams*

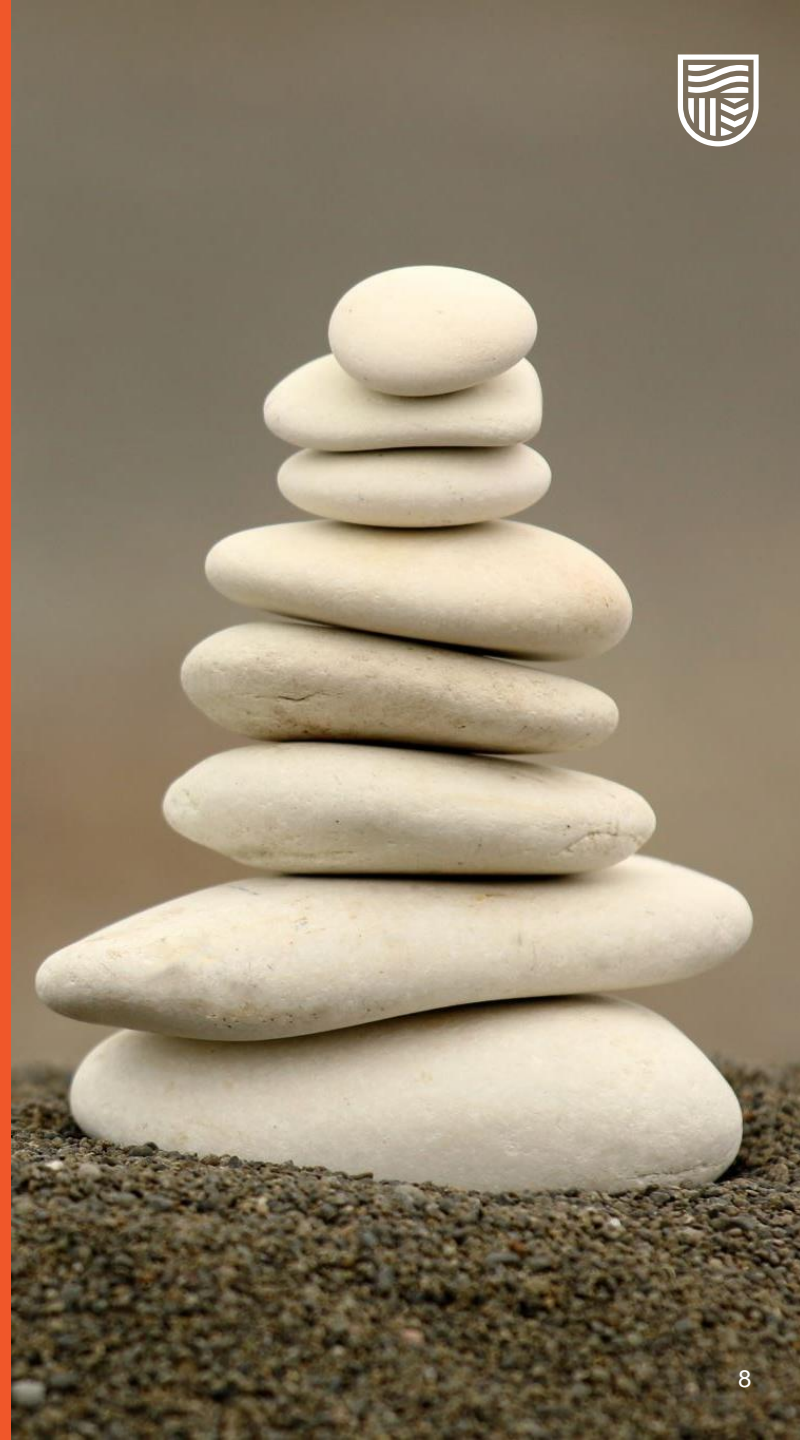
What is mentoring

“is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be”, Eric Pasloe, The Oxford School of Coaching and Mentoring, UK.



The role of the mentor

- Provide support, guidance and expertise to your mentee
- Encourage self-directed reflection
- Understand the program requirements
- Help mentees uncover their strengths
- Provide a safe, non-judgemental and confidential space for the mentee
- Attend the final workshop presentations



Benefits of Mentoring

- The development of skills and knowledge
- Increased professional knowledge
- The development of networks
- Exposure to different areas of the business
- Helping others to grow professionally
- Help pave the way for future female leaders



Ethics of the mentoring relationship



- Confidentiality is to be observed at all times, including all personal contact details
- The relationship is a professional one and must not be exploited or either person to be taken advantage of to their detriment
- Professional standards of behaviour and safety are to be maintained at all times
- Mentors and mentees are to treat each other with courtesy and respect and be non-judgemental
- Fulfil all agreed commitments
- Mentors have the responsibility to adhere to all WHS requirements during mentee/mentor meetings



Getting Started

Download and complete the mentoring agreement
[Employee mentoring - People and Culture](https://csu.edu.au)
[\(csu.edu.au\)](https://csu.edu.au) (Mentee)

At the first meeting establish your meeting schedule on mutually agreed terms

12 week program so we suggest 1 meeting every week for one hour

Establish the goals of the mentoring relationship with your mentee

Discuss their goals for their program and how you may support them



Resources



LinkedIn Learning – Mentoring Collection

Professional Development Web Page Mentoring & Mentoring Handbook

Mentoring

 Joanne St John at Charles Sturt University • Updated 1 day ago

These resources will assist you in your role as a Mentor or as a Mentee



COURSE
Being a Good Mentor
By: Ellen Ensher



COURSE
Mentoring Others
By: Todd Dewett



COURSE
Being a Good Mentee
By: Ellen Ensher



VIDEO
Coaching versus mentoring

Questions





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Thank you

Contact list



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