



Australia Awards
Women's Leadership Initiative

Australia Awards Women's Leadership Initiative Mentoring Program



The *Women's Leadership Initiative* offers Australia Awards emerging leaders from Pacific countries skills development and mentoring to build leadership capability and boost gender equality.

"I hope to support my mentee to achieve her goals! I also think the experience will be very personally inspiring."

Women's Leadership Initiative mentor

If you are:

- ✓ An Australian woman leader with an interest in sharing your skills and knowledge with emerging women leaders
- ✓ Interested in forging new networks and relationships while learning more about the Pacific region
- ✓ Keen to enhance your own mentoring, leadership and cross-cultural skills

We would love to hear from you!

About the *Women's Leadership Initiative*

The *Women's Leadership Initiative* is a five-year, \$5.4 million initiative of the Australian Government promoting women's leadership and building a future generation of women leaders in the Pacific region. It delivers a range of learning, networking and development opportunities to Australia Awards scholars from the Pacific studying at Australian universities and institutions. This helps scholars build their skills, networks and readiness to take on leadership roles in their workplaces, communities and countries.

The *Women's Leadership Initiative* is delivered in three tiers:

- **Learning and networking events (Tier 1)** are held around Australia each year, supplemented by online activities.
- **Leadership and mentoring program (Tier 2)** is offered to up to 35 women scholars each year, and includes a comprehensive program of leadership intensives, coaching, and working with an Australian woman mentor.
- **Workplace internships and professional development opportunities (Tier 3)** in Australia or the Pacific are offered to a select number of leadership and mentoring program participants (Tier 2) each year.

About the mentoring program

Mentoring is a key component of the *Women's Leadership Initiative's* leadership and mentoring program (Tier 2). Every year, exceptional women from the Pacific region are matched with Australian women leaders in the public, private and community sectors.

Mentors provide Pacific participants with valuable insights, guidance and support based on the mentor's work-life experience and their own leadership journey. These relationships, however, are reciprocal in nature. They are based on a shared interest or occupational field, which leads to great personal and professional learnings on both sides.

“I was so excited to meet my mentor . . . She was so friendly and was willing to listen to me and guide me.”

Women's Leadership Initiative mentor



Why be a mentor?

As a mentor, you will benefit from:

- Sharing your knowledge and experiences
- Helping others achieve their career and professional goals and objectives
- Developing your organisational, national and sector knowledge and networks
- Improving interpersonal communication, motivation, counselling and leadership skills
- Building knowledge and understanding of Pacific cultures as well as the challenges of working in cross cultural environments
- Satisfaction in being an important ambassador for Australia, building relations with influential women in our region.

What is involved?

You do not need previous mentoring experience to be a *Women's Leadership Initiative* mentor—just a proven track record in your industry or profession and a willingness to work with, support and learn from an emerging Pacific woman leader.

We ask all mentors for an initial 18 month commitment and a minimum of one hour per month contact with their mentee. This can be face-to-face or virtually. Many mentoring pairs are likely to communicate more frequently than the recommended minimum so you should take this into account before expressing your interest.

We will provide you with mentoring materials and resources, and an initial orientation session. At this session you will meet your mentee along with participants from a wide range of sectors and locations around Australia.

We will cover the costs associated with your attendance at the orientation session. You will also have access to our dedicated leadership coach for support and advice throughout your mentoring journey.

How are mentors selected?

Mentors are identified and matched to mentees to the academic, professional and leadership interests and ambitions of individual participants. We are looking for mentors from a broad range of professions and sectors. Where possible, we also try to match mentors and mentees living in the same city/region.

We encourage expressions of interest from mentors year round. However, the majority of mentor/ mentee matches are made between November and February each year, to coincide with the selection of each new cohort of the leadership and mentoring program (Tier 2). We occasionally seek mentors outside of this period.

Due to the very diverse range of interests and locations of mentees, we cannot guarantee that all mentors will be matched. In these cases, we will retain mentors' information on our database (with their consent) for consideration in future matching rounds.

Interested or want to know more?

For further information on the Australia Awards *Women's Leadership Initiative*, and to register your interest as a *Women's Leadership Initiative* mentor, visit: <https://australiaawardsleadership.org/leadership-and-mentoring/mentors/or> email: info@australiaawardsleadership.org