Mentoring “… is an alliance of two people that creates a space for dialogue which results in reflection, action and learning.”
(Ann Rolfe)

Mentoring has a long-standing tradition in higher education and is seen as a successful approach to staff and executive development, helping to build the next generation of leaders.

The objective of this program is to encourage and develop the leadership potential and capabilities of individuals within the organisation as detailed within the Curtin Leadership Framework.

The duration of the program is nine months commencing in September 2014 and ending in May 2015.

Program Aim
To build the leadership and management capacity at Curtin.

Program Outcomes
- Enhance the leadership and management capacity of Curtin
- Enhance leadership capabilities and confidence of individuals within Curtin
- Harness the experience and capability of the Senior Leadership Group within Curtin

Strategic Alignment
- Evolve as an agile, responsive and versatile organisation committed to leadership, innovation and excellence
- Excel through dynamic staff with shared vision and a common purpose
- Organisation committed to leadership, innovation and excellence
- Live our values and uphold our guiding ethical principles
- To empower, enable and inspire

Target Audience
The mentoring program is aimed at staff who are HEWS 8 and above and Academic Level B and above. It will be of particular benefit to staff acting in leadership or management positions, or staff aspiring to take on a leadership role at Curtin in the near future.
What is Mentoring?
Mentoring programs are based on a relationship between a more experienced person and a less experienced person. In this relationship, the Mentor provides guidance and support to help meet the identified needs of the mentees over a set period of time.

Benefits to the Mentee
- Self development and growth and increased self-confidence
- Greater insight into the University’s values based culture
- New insights into one’s own behaviours and practices and the impact they have
- Recognition of potential and opportunity to realise it
- Access to mentor’s accumulated knowledge and expertise
- Networking opportunity

Benefits to the Mentor
- A feeling of giving back to the organisation
- Satisfaction from skills and knowledge transfer (accumulated through extensive professional practice) to aspiring leaders within the University
- Fulfilment of own development needs
- Self-validation
- Networking opportunity
- An opportunity to role model Curtin’s values and signature behaviours

Benefits to the Organisation
- Transferring of organisational culture, values and knowledge
- Optimising the leadership and management capacity of staff
- Developing a more supportive work culture and environment
- Attracting and retaining staff
- Succession planning

Number of Participants
The program will be limited to a maximum number of 25 pairs with acceptance determined by the availability of suitable mentor/mentee partnerships. If there is an excess of applications received a selection process may be required.

Commitment
Mentors and Mentees will need to make time available to participate in the program from 4 September 2014 to 28 May 2015. The commitment, spread out over the 10 month period will be:

Mentor
- Attendance at initial mentor/mentee group session (2hrs)
- Attendance at Introduction to Mentoring session (2hrs - optional)
- Attendance at 2 group events (2hrs)
- Meet with mentee a minimum of 5-6 times
- Participation in program evaluation

Mentee
- Attendance at initial mentor/mentee group session (3hrs)
- Attendance at 3 skills based workshops (2hrs each)
- Attendance at 2 group events (2hrs)
- Meet with mentor a minimum of 5-6 times
- Participation in program evaluation

Calendar of Events
- Initial mentee/mentor session: Thurs 4 Sept
- Mentor optional Workshop: Introduction to mentoring: Wed 1 Oct
- Mentee Workshop 1: Tues 10 Nov
- Networking Event 1: Thurs 4 Dec
- Mentee Workshop 2: Tues 17 Feb 2015
- Mentee Workshop 3: Thurs 16 April 2015
- Program Close Event: Thu 28 May 2015

How does the selection/pairing process work?
- Mentors and mentees forward Expression of Interest (by Wed 30 July)
- Panel review Expressions of Interest, identify potential pairings
- ODU consultant contacts mentees and mentors (between 30 July and 13 Aug) to discuss the potential pairings
- Once pairing confirmed, both parties advised (by Wed 20 Aug) and outlook appointments sent for nominated events

How do I participate?
Participation in the mentoring program is via self-nomination. In the case of a mentee, your Line Manager is to be advised of your nomination. Mentors and Mentees are asked to complete the Expression of Interest forms available at: http://odu.curtin.edu.au/mentoring_program.cfm and forward to Priscilla Paikos via email: p.paikos@curtin.edu.au or internal mail: ODU, Bldg. 604.

Closing Date for Expressions of Interest
Close of business, Wednesday 30 July 2014

For more information:
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For queries or additional information regarding this program, or other staff development options, please visit odu.curtin.edu.au or contact Priscilla.