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.

Leadership at Curtin:\(^1\) is a process of positive social influence that inspires innovation and performance in alignment with Curtin’s vision and values. Leaders at Curtin model Curtin’s values and signature behaviours by:

- Acting ethically, honestly and with fairness
- Listening to, valuing and acknowledging others
- Taking responsibility and questioning
- Striving for excellence and distinction
- Empowering, enabling and inspiring others.

\(^1\)As defined with the [Curtin Leadership Framework](#)

Program Aim
To build on the leadership and management capability at Curtin.

Program Objectives
- Strengthen leadership practice at Curtin
- Enhance capability and confidence of individuals
- Support career development
- Harness the experience and capability of senior leaders within Curtin.

Duration
The duration of the program is nine months commencing in April 2016 and ending in December 2016.

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.

What are the benefits of this program?

For the mentee
- Self development and growth and increased self-confidence
- New insights into one's own behaviours and practices and the impact they have
- Recognition of potential and opportunity to realise it
- Benefit of a mentor’s accumulated knowledge and expertise
- Networking opportunity

For the mentor
- A feeling of giving back to the organisation
- An opportunity to empower, enable and inspire
- Satisfaction from skills and knowledge transfer (accumulated through extensive professional practice) to aspiring leaders within the University
- Networking opportunity

For the organisation
- Optimising the leadership and management capacity of staff
- Developing a more supportive work culture and environment
- Attracting and retaining staff
- Succession planning

Improving how we lead, individually and collectively, we will position our people and Curtin for future success

Calendar of Events
- Initial mentee/mentor session: 20 April 2016
- Mentee workshop 1: 8 June 2016
- Networking Event: 31 August 2016
- Mentee Workshop 2: 28 September 2016
- Mentee Workshop 3: 9 November 2016
- Program Close Event: 7 December 2016

Commitment
Mentors and Mentees will need to make time available to participate in the program from 20 April 2016 to 7 December 2016. The commitment, spread out over the nine month period will be:

Mentor
- Attendance at initial mentor/mentee group session (2hrs)
- 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

How does the selection/pairing process work?
- Mentors and mentees forward Expression of Interest (by 17 March)
- Panel review Expressions of Interest, identify potential pairings
- ODU consultant contacts mentees and mentors (between 22 March and 1 April) to discuss the potential pairings
- Once pairing confirmed, both parties advised (by 5 April) 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 Casey Ball via email: casey.ball@curtin.edu.au or internal mail: ODU, Bldg. 604.

Closing Date for Expressions of Interest
Close of business, Thursday 17 March 2016

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 Casey.