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 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.

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 eight months commencing in April 2017 and ending in November 2017.

Target Audience
The mentoring program is aimed at staff who are HEW 7 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.

As defined with the Curtin Leadership Framework

Make tomorrow better.
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 mentee 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

Number of Participants
The program will be limited to a maximum number of 25 pairs. 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 5 April 2017 to 30 November 2017. The commitment, spread out over the eight 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

Calendar of Events
- Initial mentee/mentor session: 5 April 2017
- Mentea workshop 1: 17 May 2017
- Networking Event: 6 July 2017
- Mentea Workshop 2: 29 August 2017
- Mentea Workshop 3: 10 October 2017
- Program Close Event: 30 November 2017

How does the selection/pairing process work?
- Mentors and mentees forward Expression of Interest (by 6 March)
- Panel review Expressions of Interest, identify potential pairings
- ODU consultant contacts mentees and mentors (between 9 and 17 March) to discuss the potential pairings
- Once pairing confirmed, both parties advised (by 20 March) 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 to ODU.

Closing Date for Expressions of Interest
Close of business, Monday 6 March 2017

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 ODU on 9266 4140.