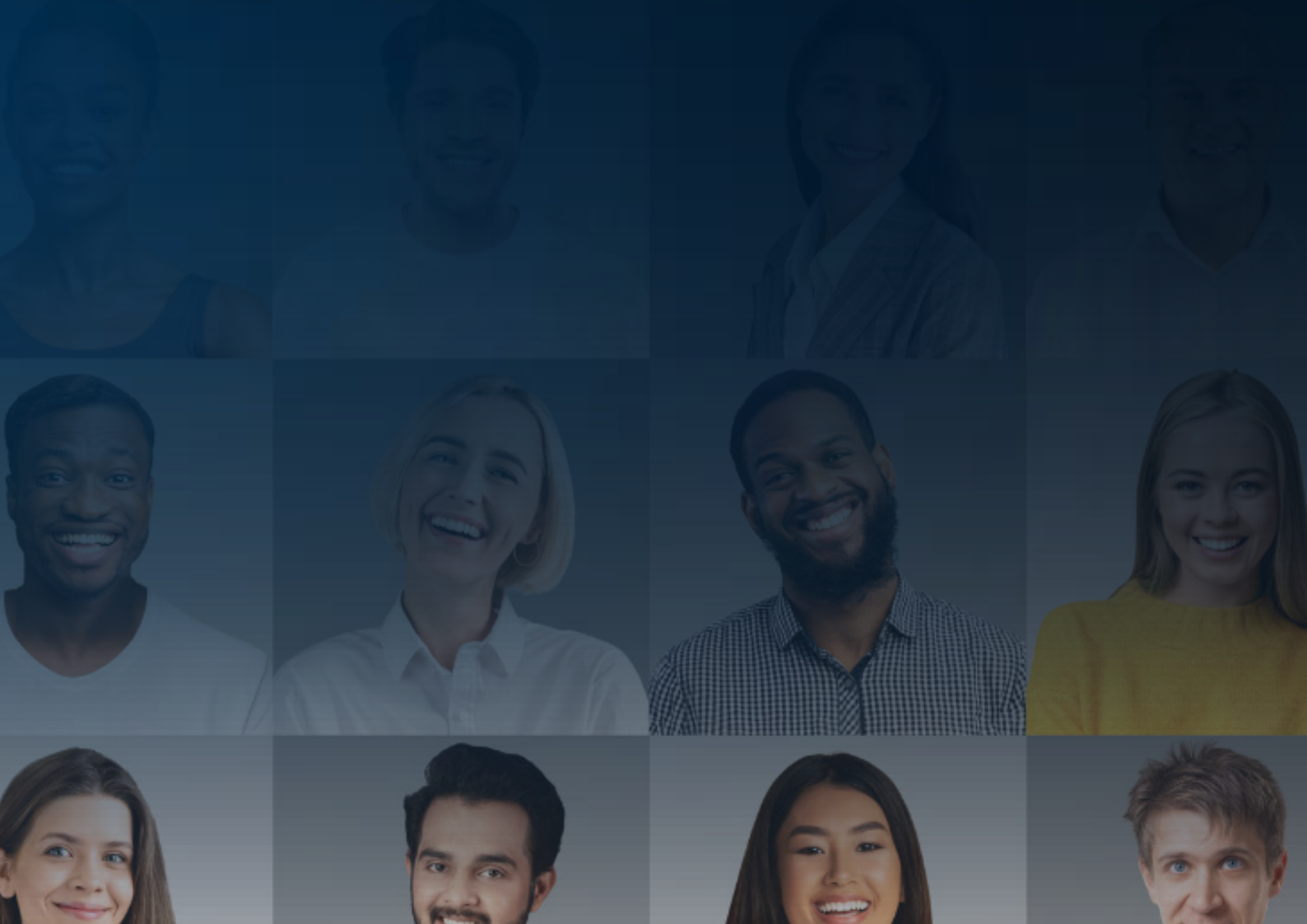




RISE

*Leading sustainability, today
and tomorrow*

Mentoring Program Information Pack



Why mentoring?

Would you like:

- Guidance for your personal and professional development as a Next Generation leader in the sustainability profession, from someone with a wealth of experience?
- To develop sustainability as a key capability, through knowledge sharing and mentorship.
- An opportunity to explore issues and concerns in a confidential and supportive relationship?
- Satisfaction from contributing back to the profession and making a difference to someone else?
- A chance to enrich your leadership and interpersonal skills?

The Infrastructure Sustainability Council RISE Mentoring Program aims to:

- Support the attraction and retention of sustainability professionals in leadership throughout the infrastructure industry.
- Develop sustainability as a key capability of future infrastructure leaders through knowledge sharing and mentorship.

The program is also intended to give participants a better, more comprehensive understanding of sustainability. This is true for both mentors and mentees.

The RISE Leadership Mentoring Program matches mentees seeking guidance and support with more experienced practitioners who are willing to commit time and energy to the professional development of another practitioner/sustainability professional.

What do we mean by mentoring?

Mentoring is a developmental relationship in which one person (the mentor), usually more experienced or senior, takes time to assist the career, professional or personal development of another (the mentee).

A mentoring relationship is one that is built on trust, in which there is an exchange of knowledge, experience and goodwill.

Examples of what mentors could assist with include:

- Provide information and insight
- Suggest relevant options for achieving professional/career goals
- Recommend possible resources to improve specific skills
- Help the mentee solve professional challenges in their work environment
- Discuss issues of professional ethics
- Discuss work-place related issues and options for how these may be addressed.

This program provides an opportunity for those involved to share and reflect on professional life in a confidential, non-judgmental environment. It allows mentees to explore their careers, skills and provides opportunities for them to connect with like-minded people through participation in a mutually beneficial relationship.

Why is mentoring important?

The RISE Leadership Mentoring Program offers a unique opportunity to develop and sustain a satisfying professional career. Participants in mentoring programs report a number of benefits from their participation. These include: improved confidence, self-awareness, clearer career direction, better communication skills, listening skills, feedback skills, more assertive communication, and enhanced leadership skills.

Benefits of the program

For Mentees:

- Explore issues and concerns in a supportive relationship
- Experienced guidance and support in the sustainability infrastructure industry
- Learn from the real-life experience of others
- Explore your career development plan
- Receive feedback and developmental guidance
- Network and to learn about effective networking

For Mentors:

- Be recognised as a leader and use your years of experience to give back to the industry
- Further enrich your mentoring and leadership skills
- Gain intellectual challenges and new perspectives
- Expand your professional network

Who can apply?

To join as a Mentee, you must:

- Commit to the structure and time of the program
- Be employed at a current ISC member organisation
- Contribute \$250 AUD (+GST) to secure your place once matched
- Have a minimum 2-years of full-time working experience
- Have secured your employer's agreement that you can participate as a mentee.

To join as a Mentor, you must:

- Commit to the structure and time of the program
- Be employed at a current ISC member organisation
- Have line management responsibilities, P&L responsibilities, PM responsibilities, etc.
- Have a minimum 4 years' experience as a line manager/PM manager/etc (SQP classification)
- Have a passion or interest in sustainability

Both mentees and mentors must attend program webinars and complete the online training and program surveys.

Application Process

Mentees and mentors will be asked to complete a short application form to assess their eligibility for the program and provide details about what they are looking for in a mentoring partner.

What's involved?

The RISE Leadership Mentoring Program is a 9-month program commencing in May 2023. Mentors and mentees will be matched according to application details and are required to attend three hybrid events - Program Launch, Progress Review and Program Close.

During the program, mentors and mentees will be expected to be in contact at least monthly. As this is a virtual program, your match may not be in your state. Contact may include emails phone calls and/or virtual meetings. Mentees and first-time mentors will also be expected to complete the Art of Mentoring online training module to prepare them for their mentoring relationship. Acceptance into the program is conditional upon your commitment to completing the training.

During the program, you will receive frequent communications from the RISE Leadership Program Manager, giving you helpful tips and information about mentoring and access to other relevant materials available for supporting mentees. During and at the end of the program you will be invited to provide feedback about your experience.

To what am I committing?

Activity	Time Required
Training, reading and workshops	1 - 2 days total
Preparation and time spent in mentoring conversations & follow-ups	1- 2 hours per month
Program surveys	0.5 hours in total

Key Dates

Applications open	Thursday 11 April 2024
Applications close	Thursday 13 May 2024
Matches notified	Thursday 23 May 2024
Program Launch	Thursday 6 June 2024 1:00PM – 2:00PM (AEST)
Progress Review	Mentees: Thursday 26 September 2024 11:00AM – 12:00PM (AEST) Mentors: Thursday 26 September 2023 1:00PM – 2:00PM (AEST)
Program Close	Friday 7 February 2025 11:00AM – 12:00PM (AEST)

Program materials

Once you apply and are matched, all the materials you need will be available for you online. The online mentoring platform will allow you to access your partner's details, communicate with the program manager, and access training and resources.

What do I do next?

Please submit your application by 13 May 2024, by completing the application here or by using this URL: <https://rise.aomapp.net/>

Mentees will be asked questions about their background, and what they would like to achieve by working with a mentor. Mentors will be asked about the areas in which they feel comfortable mentoring. Please give as much information as you reasonably can as it will assist the matching process..

You will be advised if there is a suitable match by mid-May 2024.

What if I am not selected?

We will endeavor to match all mentees that apply, provided that we have a suitable mentor. Some mentors may not be matched if their expertise or experience is not suitable for any applicants. If we don't have a suitable match for a mentor, we won't pair you for the sake of putting you in the program.

Frequently asked questions

How long will the mentoring program run for?	The RISE Leadership Mentoring Program will run for 9 months from May 2023 – February 2024.
Is the program open to ISC members and non-members?	Only employees of a member organisation can participate as mentors and mentees.
What's the cost?	There is no cost for mentors. A fee of \$250 applies for matched mentees.
How many people can participate in the program?	A maximum of 20 mentees will be matched with 20 mentors. So, complete your application as soon as possible if you wish to take part.
How do I apply?	Go to https://is-council.aomapps.au/rise-mentoring-program-2024
Why do you need me to provide so much information on my application form?	The information you provide will help us 'match' the right mentee with the right mentor, based on experience, skills and what you both want to achieve from the program.
When will I know if I've been successful, and if so, who I've been matched with?	<p>We will contact you via email to confirm whether you've been accepted into the program and who has been selected as your mentoring partner.</p> <p>It's important to note we won't 'match for matching sake'. If a suitable match is not available, you may be able to apply or transfer to future programs.</p> <p>You will hear from us by mid-May 2023 as to whether you have been matched.</p>
What will I have to do if my application is successful?	<p>If your application is successful, you will need to attend three events - Program Launch, Mid-Program Review and Program Close – all of which will be delivered via webinars. Please see key dates table. You will also be asked to complete the Art of Mentoring online training. The training will take 60 – 90 minutes and will help provide you with the knowledge and skills to have a successful mentoring relationship.</p> <p>It will be up to each pair to establish their own timetables for their one-on-one meetings, which would probably take place at least monthly throughout the program.</p>
Will discussions between mentees and mentors be confidential?	Absolutely! Great mentee/mentor relationships are based first and foremost on trust. Your participation in the program is confidential and you will agree with your mentoring partner how you will handle confidentiality between you.
Will I be able to claim CPD points in my role as a mentor or mentee?	Yes, if your organisation recognises ISC training and events. All mentors and mentees can claim 2 structured points for participating in the mentor/mentee training.
Who do I contact for more information?	<p>If you're interested in finding out more about the program, please visit the RISE mentoring platform https://is-council.aomapps.au/rise-mentoring-program-2024</p> <p>You are invited to watch an information webinar recording.</p> <p>Questions may be directed to the program manager using the Contact Program Manager button on the mentoring program management platform.</p>

