

IWRMP 2020

WHAT IS THE IWRMP MENTORING PROGRAMME?

The objective of the International Women in Resources Mentoring Programme (IWRMP) is to provide our participants in the resource industry with a much sought-after opportunity to connect with more experienced individuals as mentors, who are in a position to empower and promote them from a professional and personal development perspective. Participants have the opportunity to work directly with successful senior members of the industry.

The programme will launch in April 2020 around Expomin2020 in Santiago, Chile (20-24 Apr) and finish in Melbourne during IMARC in October 2020.

THE IWRMP MENTORING PROGRAMME

IWRMP strategically aligns mentors with mentees. It comes with a structured format which provides the highest level of support and regular engagement milestones throughout the programme.

IWRMP offers a tailored 3-hour training session and guidance to both mentors and mentees at the outset.

Each mentee is to have minimum 6 sessions with their mentors.

The programme also offers 5 monthly webinars to focus the mentees on additional leadership topics.

Mentors are not charged for the programme. Mentee fees are USD3,000, sponsorship packages are available.

IWRMP MENTORING PROGRAMME DELIVERABLES

- Structured framework with clear guidelines to manage expectations, time commitment and programme outcomes.
- Mentors and mentees will be matched based on aspirations, expertise and personality of mentors and mentees.
- A 3-hour training session, a career skills workshop and launch event at the start of the programme.
- Introducing mentoring pairs to each other where needed

- Introducing the mentee cohort to each other ahead of programme start
- Regular correspondence with mentees and mentors
- Check in at mid-point with mentor/mentee to maintain expectations and engagement in the programme
- 5 monthly mentee webinars around mentoring & leadership themes. Minimum two sessions with an external speaker
- In the conclusion phase, all participants will be required to complete an evaluation survey.
- Data analysis and presentation for feedback will be provided at a final Celebration Event to be held in October 2020
- 2 networking opportunities with mentors, mentees and industry guests
- mentees can join the alumni network to stay in touch with mentees from their cohort and previous years'.

WHY BECOME A MENTOR?

This is your opportunity to give back to your industry.

When you become a mentor for the first time, you rarely appreciate the immense sense of personal achievement and satisfaction that you can get from supporting another human being in your industry. You have often acted out of a sense of altruism and may not have thought about what's in it for you, but become a mentor and you too will benefit.

As mentor you may:

- Gain the opportunity to reflect on your own development
- Develop key skills such as listening, questioning, facilitation, empathising and rapport building
- Develop your own confidence and self-esteem from providing support to a mentee
- Feel more involved and that you are giving something back to the mining industry
- Extend your own people development experience and awareness and
- Individual recognition as a leader for championing diversity

In 2019, 93% of mentors felt like they “got something from the process too”.

Whilst participants are predominantly there to learn from you, this is your opportunity to become part of an innovative community, learning and collaborating for a better global mining sector.

WHY SIGN UP TO BE A MENTEE?

There are a number of benefits that accrue as a result of being a mentee in a mentoring relationship, which include:

Learning new things about yourself: The self-reflection that can result from a mentoring relationship can be a powerful growth experience and provide you with new insights about yourself and develop higher self - esteem.

Build personal strengths: Work through organisational topics such as conflict resolution, workplace politics and a changing workforce. As a result of these opportunities for growth, mentees will receive numerous personal and professional benefits, including: greater job satisfaction, lower levels of work stress, increased technical and behavioural competence and increased confidence.

Making more of your strengths and exploiting your hidden talents: A mentor will propel you to do more with your strengths, help you define what they are and help you discover and exploit hidden talents.

Career satisfaction: Develop strategic career planning techniques and the facilitation of career goal achievements. Mentors may assist mentees in developing the strategic thinking, commercial awareness and financial knowledge necessary for senior managerial or executive board roles.

Expanding your personal network: Learn about self-promotion and capitalise on a mentor’s networks. Build an international network via the mentee cohort and the alumni.

A mentor can provide empathy and practical strategies to address career issues and enhance an individual’s ability to adapt and cope with the unique challenges posed by the mining industry.



Our aim: To empower and promote women working in mining to navigate industry challenges and progress their careers offering them the confidence to achieve, lead and make their mark in the industry.



Mentor testimonial

“It was an absolute pleasure to be part of this initiative. Originally my intent was to “give back” as I have benefitted greatly in the past from mentors.... but I have received so much in the discussions with my mentee that I feel like this experience has made me grow as an individual.”

Mentee testimonial

“I am an experienced mentor, but realised I didn’t have a great set of career goals myself - so I signed up as a mentee to the international program. This program is equally beneficial and applicable in more senior careers as it is too early in a career. My mentor challenged my resolve on many topics and made me realise and address my own paradigms. As a result, I saw a much clearer set of goals as well as a path to achieve them. My mentor was a great match in personality as well as experience, and it was great to ask him how he stepped from each challenge to the next. As timing would have it, a great career opportunity came along towards the end of the program and I’m now starting my new job this week - exciting.”