

IWRMP 2021

INTERNATIONAL WOMEN IN RESOURCES MENTORING PROGRAMME 2021





IWiM Impact and Influence Photo Competition 2017 Grand Prize Winner
Elsa Nielsen, a jackleg miner at Goldcorp – Hoyle Pond Mine, Canada
"They thought I couldn't do it"



IWRMP

EMPOWERING TOMORROW'S LEADERS



WHY MENTORING ?

Mentoring involves a partnership between a less experienced individual (the mentee) and a more experienced individual (the mentor), where the purpose is the personal and/or professional growth of the mentee. Although the goals of the mentoring relationship may differ across settings and relationships, nearly all partnerships involve the acquisition of knowledge where mentors focus on the mentee's career and support for individual growth and maturity.

What's at stake?

- Building trust in the partnership
- Enhancing communication in a cross-cultural partnership
- Enhancing emotional intelligence to improve leadership
- Developing a personal brand strategy and self-confidence
- Setting smart(er) goals for career progression

Creating high-performing and innovative leaders that practice agility to adapt to a changing environment is imperative to successful team productivity and success

Metisphere

A mentoring culture leads to better retention, more loyalty and commitment among employees and strengthening of resilient developmental networks in the workplace

HBR, Dec 2019

Although advantageous for all employees, mentoring is particularly helpful to women for addressing the myriad barriers to career advancement

HBR, March 2018

INTERNATIONAL WOMEN IN RESOURCES MENTORING PROGRAMME (IWRMP)

Support to women working in, around and with the mining sector and building the pipeline of women leaders for the industry

- Global cross-company mentoring programme for women in mining with strong focus on leadership
- Launched in 2018 and organised annually
- 130 mentees to date including 44 scholars, increasing year on year to 53 mentees in 2020
- Truly international with participants from over 20 countries
- Consistently excellent feedback from mentees and mentors
- Mentors are influential senior leaders having a strong value, or desire, to see women succeed in the resources industry
- Excellent development opportunity for mentors too
- Active alumni network and lasting mentee-mentor connections

Structured 6-month programme, guidelines on expectations, time commitment and outcomes

Outcome-orientated format facilitated by specialists, including regular follow up

Tailored matching process conducted by specialists, no software or algorithms

Cross-cultural matching based on aspirations, expertise and personality

IWRMP TESTIMONIALS

"I was thrilled to be able to mentor someone on another continent and see that as women we all face the same issues no matter where we are"

"Thank you for all the effort, this programme improved my leadership skill and gave me a new set of 'muscle' to lead differently"

"This is a great format to help shape future female leaders or help young women across the globe develop greater skills and leadership qualities"

"I have been mentoring for many years and appreciate the reverse mentoring aspect where I am learning so much from mentees. My experience in 2019 [was] the most stark emotional example. My mentee comes from a poor family in western Kenya [who] gave up everything for her education and is now working for a drilling contractor. I laughed and cried with her and she taught me so much about reliance, belief and most importantly how to show strength when faced with adversity. I am confident she will achieve great things and make a positive impact on the Kenyan mining industry."

"A great programme that enables fruitful discussions between mentor and mentee and in such provides valuable lessons and learnings for both parties"

"This was the second year I participated in the programme and I will continue to be involved next year. I find the programme incredibly rewarding and thought-provoking as a mentor. The discussions I have with the mentees made me reflect more deeply on who I am as a leader, what is important to me and what I've learned from the mistakes and successes in my career to date. I hope that my mentees have been able to get as much value from these interactions as I've received. I also find incredibly valuable the opportunity to speak to people outside of my company where I have worked more than 15 years now and having the insight into other organisations though this programme affirms that in so many ways not matter who we are, where we live or who we work for, we all struggle with the same human questions and dilemmas. "

IWRMP PARTNERS



- Global organisation committed to advancing women in the mining sector, acting as Industry Change Agent, WIM Champion and Diversity Trend Setter
- Fastest growing network for women in mining, relationships with 40+ WIM organisations and 10,500+ IWiM members and followers globally
- Not-for-profit organisation, registered as a community interest company (C.I.C.) in the UK, operating with the support of sponsors and partners
- Global and diverse team of volunteers and Directors bringing a variety of perspectives to the organisation



METISPHERE
Organisational Psychology

- AHPRA-accredited and qualified organisational specialists
- Create psychologically healthy workplaces for global businesses across the resource, renewable and construction sectors
- Organisational Psychologists are trained as 'scientist-practitioners' and can evaluate, conduct research and apply knowledge of evidence to inform clients. Metisphere is committed to creating people-focused business growth and has extensive experience working in a variety of local, national and global sectors enabling leadership capability, change effectiveness and sustainable transformations.

SPONSORSHIP OPPORTUNITY

Benefits of mentoring for companies

- Reinforce leadership pipeline with strong management skills
- Share knowledge across disciplines and generations, bridging gaps and overcoming silo-thinking
- Develop senior leaders' empathy and understanding as mentors
- Promote employees' personal growth, thus improving job satisfaction
- Support employees' career progression, thus improving retention



Visibility as an Industry Change Agent actively supporting diversity and inclusion across mining



Worldwide reach to WIM organisations and 10,500+ IWIM members and followers



Association with a high profile, pioneering and truly global mentoring programme



Effective initiative to support and promote female employees



Direct access to a global pool of talented women in mining, including scholars



Networking opportunities with variety of stakeholders including policy leaders

CONTACT



Impact and Influence Photo Competition 2017 First Runner Up
Candy McKenzie, Production Superintendent Furnace at BHP, Australia
"Vastly different backgrounds supporting each other, working as a partnership. Tapping 1150 degree molten material in a nickel smelter."

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