

IWRMP 2021

SCHOLARSHIP OPPORTUNITY



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Purpose and impact

- IWRMP offered by IWiM, a leading global women's organisation pursuing gender equality and promoting women's voices, access to opportunities and leadership in mining: IWiM is a not-for-profit organisation, registered as a community interest company (C.I.C.) in the UK
- Creating unique opportunities for women, including wholly or partially-funded access to pioneering initiatives such as IWRMP, is integral to IWiM's purpose and impact: of 130 mentees to date, 44 scholars have been funded by IWiM with the support of sponsors

Scholars - Eligibility

- Women working in, with and around the mining sector and wishing to further their career, at all seniority levels and across all professions
- At least 5 years experience in mining , 25 years of age and a university degree, technical college qualification or trade training
- Without an industry sponsor and unable to self-fund their participation in IWRMP
- Commitment to six-month programme including training, 6-9 sessions with mentor, preparation and follow-up, webinars and final evaluation

Scholarship options

- Full (no charge, emerging markets) or Partial (reduced USD 1,500 charge) Scholarships available, at Selection Committee's discretion

SCHOLARSHIP APPLICATION

Application Process

- Application by email to info@internationalwim.org by **22 January 2021**
- Application email to include detailed CV and strong motivation essay: maximum 1,000 words, addressing key justification for scholarship
 - Key experiences and/or challenges overcome to achieve applicant's current professional position
 - Current life and career goals
 - Any volunteering or community work
 - How applicant will aim to inspire and support other women in mining and/or in her community with her IWRMP experience and learnings
- Selection Committee will select applicants to whom a scholarship proposal will be sent

Selection Criteria

- Leadership potential: Applicant's capacity to mobilise or inspire others, initiate projects and/or change and carry them through to outcomes, demonstration of courage, determination, conviction and persistence in the pursuit of goals, evidence of creativity and innovation
- Ambassadorial potential: Applicant's interpersonal skills and ability to engage, commitment to diversity, inclusion and equality in her team, organisation or peer group, confidence and ability to seize opportunities, willingness and capacity to act as role model for other women in mining

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. “

Metisphere

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 who 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
- Launched in 2018, constantly improving annual programme
- 130 mentees to date including 44 scholars, increasing year on year to 53 mentees in 2020
- Participants from over 20 countries, leading mining jurisdictions as well as emerging markets
- Mentors are influential industry leaders, senior men and women committed to women's success in mining
- Consistently excellent feedback, excellent development opportunity for both mentees and mentors
- Active alumni network and lasting mentee-mentor connections

Structured 6-month
programme
Guidelines on expectations
and time commitment

Outcomes-oriented 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

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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