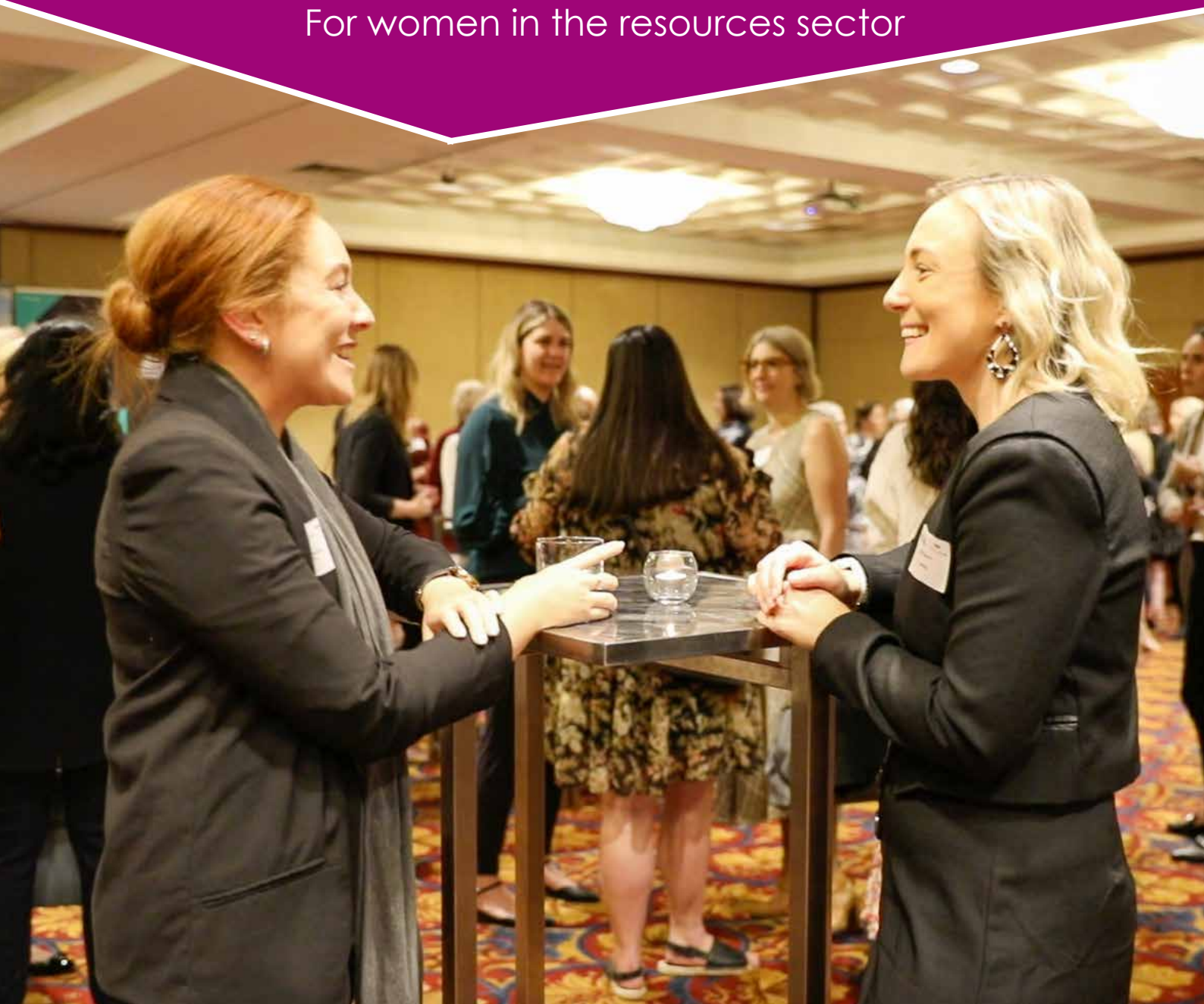


2022 QRC/WIMARQ



MENTORING PROGRAM

For women in the resources sector



Partnership Proposal



METISPHERE
Organisational Psychology

ABOUT THE PROGRAM

The aim of the QRC/WIMARQ Mentoring Program is to provide a structured, sustainable mentoring process that supports mentees through career guidance and direction by sharing mentor/mentee experiences, developing goals and forging exceptional mentoring relationships beyond the program's duration.

The QRC/WIMARQ Mentoring Program is the first of its kind in Queensland and was created in response to identified demand for formal mentoring for women working in Queensland's minerals and energy sectors, and as a way to improve retention and progression of women in these sectors.

THE STATISTICS

- More than 400 mentees over nine programs.
- Age range: majority 25-34 years old.
- Roles: mostly operational site-based roles in predominantly mining engineering followed by geology, environmental science, HSE, training and community relations.
- Locations: Blackwater, McKinlay, Mount Isa, Mackay, Moranbah, Peak Downs, Gladstone, Tieri, Townsville, Middlemount and Brisbane.
- Major career challenges: Lack of career support for women in management, work/life balance, lack of career direction, career progression, leadership, influencing, self-confidence and small team/big workload.

PROGRAM FEEDBACK IN 2020

- 97% of survey respondents agreed that they had a quality relationship with their mentor/mentee.
- 97% of survey respondents would "recommend this program to my friends and colleagues.

- 89% of survey respondents had five or more sessions with their mentee/mentor between June and November 2020 (of these, 20% had 8+ sessions).
- 89% of mentor survey respondents felt they "got something from the process too".

Main topics of mentees' interest:

- Career guidance
- Assistance with goal-setting
- Improving business acumen
- Advice on maintaining positive mental health and wellbeing
- Advice on work-life balance

TESTIMONIALS

"Thank you for this program to take a hard look at myself, my actions and where I can make changes to benefit my team, workplace and myself. It is a tremendous opportunity for personal growth and adding value to our respective workplaces"

"The QRC/WIMARQ Mentoring Program has been such a valuable program for me in what has been a very tough year with COVID. My mentor was such a perfect match, we discovered we had been on a very similar career journey and had experienced similar highs and lows. The program has taught me a lot about myself, good and not so good and I am already implementing the changes and seeing results. Thank you!"

"Well structured program that did an amazing job of matching me with a mentor. We faced many challenges, including COVID-19, my mentor moving overseas, both of us changing positions over the course of the program, but we still managed to have eight sessions and learn a lot from each other. The program and my mentor assisted greatly with clarifying my future career goals among other things. Definitely recommend."



PROGRAM DETAILS FOR 2022

- June – November 2022
- Up to 75 mentee places available
- Mentee applications open (29 October 2021)
- Launch (June 2022)
- Midway (August 2022)
- Finale (November 2022)
- Mentees will be able to request a male or female mentor.
- Cost \$2,000 + GST for each mentee.

BENEFITS FOR MENTEES

- Career guidance and support from a highly regarded female or male working in the sector.
- Comprehensive training provided to all participants and on-going educational correspondence.
- The opportunities to meet all mentors and industry leaders.
- Development of career goals with an experienced person outside of the mentee's workplace.
- A friend to share work/life experiences.
- Being part of a unique, tailored and extraordinary program for remotely-based and city-based women working in the minerals and energy sectors in Queensland.

MENTOR RESPONSIBILITIES AND BENEFITS

- Complete an online mentor application that aims to identify your strengths, areas of expertise and industry experience.
- Attend a mandatory three hour training session on in June 2022 for insights into building a successful mentoring partnership.
- Attend the mandatory QRC/WIMARQ Mentoring Program launch event, which is coordinated as part of your training session in June 2022. It will be mentors' first opportunity to meet mentees face-to-face.
- Provide professional support, career guidance and industry advice to a female mentee on a 3-4 week basis for the duration of the program (June - November). Approximate time commitment is 12 hours.
- The opportunity to provide guidance, support and leadership to the state's future resources leaders.
- Exceptional networking and business development opportunities.
- Opportunity to 'give back' to the resources sector in a productive and unique way.

PROGRAM OUTCOMES

The success of the initiative can be measured by the progress of mentees since completing the program.

A longitudinal study of mentees and mentors since the program started in 2014 has demonstrated encouraging results.

The survey was sent to more than 600 past program participants from 2014 – 2019. Here is a snapshot of the results.

- 92% of current or past mentors feel that participating in the QRC/WIMARQ Mentoring Program provided them with “valuable insights and learnings that have enhanced their role as a leader in their organisation”.
- 92% of survey respondents have recommended the QRC/WIMARQ Mentoring Program to friends and colleagues.
- 90% feel that QRC/WIMARQ Mentoring Program was a useful addition to their needs at the time of completion.
- 85% of survey respondents agree that since finishing the QRC/WIMARQ Mentoring Program, “it has made a positive impact on my career (or life) in some way”.
- Outstanding elements include: supportive network, professionally run, confidence building, program structure, training, relationship building, having a mentor outside my workplace.

WHO WE ARE

QUEENSLAND RESOURCES COUNCIL

Queensland Resources Council (QRC) is a not-for-profit peak industry association representing the commercial developers of Queensland’s minerals and energy resources.

QRC works to secure an environment conducive to the long-term sustainability of minerals and energy sector industries in Queensland.

WOMEN IN MINING & RESOURCES QLD

WIMARQ is a volunteer group who organise opportunities for the mentoring, support and encouragement of women who are working in, studying for or taking a break from the minerals and energy sectors. A reference group to the QRC, it aims to influence the gender diversity and inclusion outcomes in the Queensland resource sector.

METISPHERE

Perth-based management consulting firm, Metisphere, is best known for developing world-first mentoring programs for women in mining and construction, encouraging diversity in these industries.

It was founded by its managing director Dr Ali Burston an organisational psychologist who since founding the company in 2010, has been one of Australia’s loudest champions for gender diversity and mental health in the energy, construction and resources sectors.

In 2016 she was a founding board member for not-for-profit group, Society of Industrial and Organisational Psychology Australia Incorporated (‘SIOPA’), creating a pathway and support network for others in her own industry and currently serves as vice president.



PARTNER OPPORTUNITIES

PLATINUM - \$25,000+GST (1)

- Guaranteed places for up to 10 mentees on the program.*
- Company's branding to appear on program training books for mentors and mentees
- Company's branding to appear on program completion and mentor thank you certificates
- Company pull-up banner at all networking events and at all training sessions
- Speaking opportunity at launch, midway and finale events
- Ten sponsor guests invited to each networking event
- Recognition in QRC news releases and social media
- Recognition on QRC and WIMARQ websites, news releases and social media
- Sponsor's name/logo to feature in all communications related to the program via QRC and WIMARQ social media and news releases. WIMARQ has an online cohort of almost 8,000 people across its Facebook, Twitter, Linked in and membership database. QRC has a Facebook following of more than 3,000 and LinkedIn network of more than 14,000.

GOLD - \$20,000+GST (2)

- Guaranteed places for up to five mentees on the program*
- Company's branding to appear on program training books for mentors and mentees
- Company pull-up banner at all networking events and at all training sessions
- Eight sponsor guests invited to each networking event
- Recognition in QRC news releases and social media
- Recognition on QRC and WIMARQ website, news releases and social media
- Sponsor's name/logo to feature in all

communications related to the program via QRC and WIMARQ social media and news releases. WIMARQ has an online cohort of almost 8,000 people across its Facebook, Twitter, Linked in and membership database. QRC has a Facebook following of more than 3,000 and LinkedIn network of more than 14,000.

SILVER - \$15,000+GST (4)

- Guaranteed places for up to three mentees on the program*
- Company's branding to appear on program training books for mentors and mentees
- Company pull-up banner all training sessions and events
- Six sponsor guests invited to each networking event
- Recognition in QRC news releases and social media
- Recognition on QRC and WIMARQ website, news releases and social media
- Sponsor's name/logo to feature in all communications related to the program via QRC and WIMARQ social media and news releases. WIMARQ has an online cohort of almost 8,000 people across its Facebook, Twitter, Linked in and membership database. QRC has a Facebook following of more than 3,000 and LinkedIn network of more than 14,000.

COPPER \$10,000+GST (6)

- Guaranteed places for up to two mentees on the program*
- Company's branding to appear on program training books for mentors and mentees
- Company pull-up banner at all events and at all training sessions
- Four sponsor guests invited to all events.
- Recognition in QRC news releases and social media
- Recognition on QRC and WIMARQ website, news releases and social media
- Sponsor's name/logo to feature in all communications related to the program

online cohort of almost 8,000 people across its Facebook, Twitter, Linked in and membership database. QRC has a Facebook following of more than 3,000 and LinkedIn network of more than 14,000.

BRONZE - \$5,000+GST (8)

- Third-level branding on training materials
- Guaranteed place for one mentee on the program*
- Company's branding to appear on program training books for mentors and mentees
- Company pull-up banner at all events and at all training sessions
- Two sponsor guests invited to all events.
- Recognition in QRC news releases and social media
- Recognition on QRC and WIMARQ website, news releases and social media
- Sponsor's name/logo to feature in all communications related to the program via QRC and WIMARQ social media and news releases. WIMARQ has an online cohort of almost 8,000 people across its Facebook, Twitter, Linked in and membership database. QRC has a Facebook following of more than 3,000 and LinkedIn network of more than 14,000.

MENTEESHIPS - \$2,000+GST (QRC/ WIMARQ members/ individuals) | \$2,600 non QRC members

Menteeships can be purchased in addition to sponsorship packages, or separately as a non-sponsor. Individuals may only take advantage of the member rates if they are not being reimbursed by their employer.

***NB each guaranteed mentee place taken will incur an additional cost of \$2,000 + GST. These places should be purchased separately via the mentoring program payment portal. Additional mentees can be placed over and above the guaranteed minimums, depending on availability.**



INSTRUCTIONS FOR SECURING YOUR SPONSORSHIP & REGISTERING MENTEES

Please go to the sponsorship payment portal by [clicking here](#).

Or, copy and paste this link into your browser.
<https://bit.ly/Mentoring2022>

You will be taken to an EventBrite page where you can make your selection for sponsorship and/or mentee places.

You can opt to pay via credit card or invoice.

IF YOU PURCHASE MENTEE PLACES

1. Check your email (or junk mail) for your mentee registration confirmation.
2. Locate the link in your mentee registration confirmation email to the Metisphere mentee candidate portal.
3. Forward this link to your mentee(s) to enable them to fill out the mentee questionnaire for the mentee matching process.

CONTACT: Caroline Morrissey - carolinem@qrc.org.au or 0417 770 893.



LEVEL 13, 133 MARY STREET, BRISBANE 4000
T (07) 3295 9560 | F (07) 3295 9570
E info@qrc.org.au | W www.qrc.org.au

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