

## Surf Life Saving Australia - Circular

Title:	Women's Mentoring Program 5 – November 2023
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Audience:	All club members
From:	Joanne Habler, Development & Participation Coordinator
Date:	24 July 2023
Summary:	<ul style="list-style-type: none"> <li>National Women's Mentoring Program – Cohort 5 <b>commencing 24 October 2023</b></li> <li>Call for nominations for mentors and mentees from membership. <b>Due Sunday 24 September 2023.</b></li> </ul>

### Introduction

SLSA embraces the importance of a diverse and inclusive organisation, including gender equality, and seeks to increase the number of women who hold leadership roles within SLS nationally. The Women's Mentoring Program (the Program) supports and encourages confident, strong and skilled women within SLS, to strengthen leadership skills, and identify, and develop the next generation of leaders to position SLS for the future.

It was recognised that a more deliberate focus was required to support the identification and development of emerging leaders within SLS to ensure there is visibility and support of women ready for leadership positions, so they can fully utilise their potential to make a difference to our organisation.

The Program promotes women within SLS, facilitating empowerment, support and leadership skills which can be applied to their roles inside and outside of SLS, volunteer activities and everyday life. The Program promotes ongoing supported pathways of personal and professional development as well as networking opportunities. Mentees are selected first, based on demonstrated leadership abilities and their potential and willingness to develop further in this area and move into leadership positions within SLS. A suitable mentor 'match' is then made for them from the applicants.

The Program supports Surf Life Saving 2025 Strategic Plan and our Mission to "save lives, create great Australians and build better communities" by developing a more capable and gender diverse leadership pipeline so our organisation can better reflect the demographics of our nation (50.2% identify as female) and movement (45% identify as female).

The Program was first launched as part of our 2020 celebrations to recognise the 40-year milestone of women in SLS on 1 July 2020, kicking off with 20 Mentors and 20 Mentees. We have now 192 Mentors and Mentees involved with the Program. For Cohort 3 we wanted to grow the Program and invited women aged 16+ to join. This was a great success, and we have continued to do this since then.

### What are the individual benefits?

#### For the Mentee:

- Build confidence, capability and interpersonal relationship skills.
- Supports them to take control of their own leadership capability and capacity by providing an opportunity to learn skills and behaviours and enhance their support networks.
- Life engagement of our women members, providing networking and ongoing support groups, increasing their sense of belonging.

### For the Mentor:

- Opportunity to be part of a legacy, give back and pass on personal and professional learnings, increasing their self-worth.
- Enhance interpersonal and professional skills increasing personal value to the organisation and re-energising their engagement with SLS.
- Strengthen coaching and leadership skills and gain insights into issues faced by other women and the wider community from diverse backgrounds.

### What will the Program entail?

- The Mentee is responsible for establishing the path they would like to follow during the mentoring process. The main aim of mentoring is to help the Mentee determine their broad career and personal development goals and define a plan to help them achieve them.
- The Mentee is responsible for arranging meetings and setting the agenda. They need to take a proactive role in shaping the relationship with their Mentor and put the time to best use.
- Mentoring meetings can occur in many ways. Mentor and Mentee need to agree on frequency, meeting length and regularity of meeting. Mentoring meetings usually run for 1 – 2 hours, although this may vary. We recommend meeting every 4-6 weeks. Most of our matches are not in the same state, so your meetings will be done over the phone, FaceTime or Zoom. You might also like to stay in touch by text in between meetings.
- We will have initial training for the Mentors and Mentees before you get started, and this will introduce you to the online platform from McCarthy Mentoring which will guide you through the Program and help you to understand the mentoring relationship.
- There will also be workshops which SLSA will arrange every few months which you can attend (online) which will further develop your skills in a number of ways, both personally and professionally.
- Most importantly, you will have an incredible support network of like-minded women at your fingertips to reach out to.

### Mentee / Mentor feedback from Program 4

*"The WMP is an amazing program which has allowed me to grow my confidence. Having my mentor to bounce ideas off and cheer on my achievements has helped my ideas come to life. I couldn't recommend the program enough!" – Mentee Cohort 4*

*"I feel I can be really honest with my mentor without judgement. My mentor understands committees, teamwork, life saving, members with personal agendas and conflict resolutions. My mentor is able to assess a situation and / or provide feedback without personal bias. Over the years I'm learning to assess situations / scenarios objectively and see the big picture. My mentor has been a big help with my progress." - Mentee Cohort 4*

*"The SLSA WMP removes barriers, providing the opportunity for like-minded women to come together and share their experience and personal and professional learnings. Supported by specially curated resources and led by a small and passionate group of SLSA female leaders, this program has the potential to create an enriching and life changing experience for those willing to commit to the program." – Mentor Cohort 4*

## Program Timeline

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|---|------------------------------|
| • Mentee and Mentor nominations due to SLSA | 24 September 2023            |
| • Successful Mentor/Mentee contacted        | 9 - 13 October 2023          |
| • Program Launch (online)                   | 24 October 2023              |
| • Publicly announce Mentors and Mentees     | 24 October 2023              |
| • Mentor and Mentee Workshop (online)       | 21 November 2023             |
| • Mentee Program reviews and workshops      | Quarterly from November 2023 |

## Where can I nominate for the Program?

**Mentor** expression of interest form [Mentor Expression of Interest Form](#)

**Mentee** expression of interest form [Mentee Expression of Interest Form](#)

(all female-identifying and non-binary members over the age of 16 years are welcome to apply)

Please note that the closing date for nominations is **Sunday 24 September 2023**.

## Further information

If you have any questions, concerns or feedback regarding the Women's Mentoring Program, please contact Joanne Habler – [joanne.habler@sls.com.au](mailto:joanne.habler@sls.com.au)

Our thanks to McCarthy Mentoring for their ongoing support of the SLSA Womens Mentoring Program.



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