

## Surf Life Saving Australia - Circular

Title:	Women's Mentoring Program 4 – November 2022
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Audience:	All club members
From:	Joanne Habler, Development & Participation Coordinator
Date:	25 July 2022
Summary:	<ul style="list-style-type: none"> <li>National Women's Mentoring Program – Cohort 4 <b>commencing 26 October 2022</b></li> <li>Call for nominations for mentors and mentees from membership. <b>Due Sunday 25 September 2022.</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 paid 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. Each mentee is selected based on demonstrated leadership abilities and their potential and willingness to develop further in this area and move into leadership positions within SLS.

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 148 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 will be doing this again for Cohort 4.

### 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 members and the 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 them 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.

### Mentor feedback from Program 3

*Surf Life Saving Australia has done a wonderful job in creating and investing in The Women's Mentoring Program, which was fantastic to get involved in and provided a platform for those wanting to take their surf journey to the next level! The program focused on creating a safe platform for like-minded, driven, and determined women to inspire, network, and challenge each other with representation from all over Australia, it is truly unique.*

*Being a mentor in the program, I had the opportunity to give back while developing my own leadership skills. I learnt so much about my mentee, who gave a fresh insight and different perspective to what leadership is and how she handles herself within surf lifesaving. I got as much out of the program as the mentee did; I really enjoyed listening to her story, hearing about her goals, and supporting her along the 12-month journey. I am beyond grateful to have been involved.*

*I thoroughly embraced being a mentor and helping my mentee to become their best in and outside of lifesaving. That's what made the program so great, it did not just focus on what was happening in the surf lifesaving world but also what is happening outside and what is transferable across. Through storytelling, a different lens perspective, and recognition feedback we were able to approach the mentee's goals head on and motivate each other to achieve. Would I recommend someone to get involved in the program? Absolutely! Join the program!*

## Program Timeline

- |   |                              |
|---|------------------------------|
| • Mentee and mentor nominations due     | 25 September 2022            |
| • Successful Mentor/Mentee contacted    | 10 - 16 October 2022         |
| • Program Launch (online)               | 26 October 2022              |
| • Announce Mentors and Mentees          | 26 October 2022              |
| • Mentor and Mentee Workshop/s (online) | November 2022 (TBC)          |
| • Mentee Program reviews and workshops  | Quarterly from November 2022 |

## Where can I nominate for the Program?

**Mentor** expression of interest form [Mentor Link](#)

**Mentee** expression of interest form [Mentee Link](#)

(nominees need to be over the age 16. We have 2 categories, 16 – 20 and 21 and over)

Please note that the closing date for nominations is **Sunday 25 September 2022**.

## Further information

If you have any questions, concerns or feedback regarding the Women's Mentoring Program, please contact Joanne Habler - [jhabler@slsa.asn.au](mailto:jhabler@slsa.asn.au)

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



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