

The Network Central 2010 Mentor Program for Executive Women

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Program Overview

Why a program just for women?

In the main, women have more barriers to hierarchical advancement than men do:

- They tend to have less general management or line management experience than men, often finding themselves in support functions like HR or Marketing
- Women continue to balance more family commitments
- Many choose to work part-time which can slow down career advancement
- Gender stereotyping can mean women are not considered for certain roles

It has been found that women are not skilled at using their networks purposefully, and so can benefit from having a mentor to help them negotiate these and other obstacles. As a result of mentoring, women can build confidence, accelerate career advancement, improve relationships, learn new skills, increase motivation and build strong networks. They can also increase their understanding of the corporate landscape and politics.

In our program, mentees are women, but mentors may be female or male.

Program Details

The Network Central Mentor Program will commence in May 2010 and run for 6 months. The program caters for up to 25 pairs of mentors and mentees. A number of high calibre executives volunteer their time to support and develop less-experienced women. Mentors and mentees are matched based on written applications and then trained before embarking on their six-month relationship. Participation requires availability for three two-hour group workshops and around 10 mentor-mentee pair meetings. Cost to mentees is \$590. There is no charge for mentor participation.

Dates of group sessions are Tuesday 4th May, Wednesday 21st July, and Tuesday 9th November, 2010. Attendance at all workshops is required for participation in the program. All workshops will commence at 6 for 6.30pm and finish by 8.30 pm, and will be held at a city venue.

Training will be delivered by webinar on Wednesday 5th May, at 10 am to 11.30 am for first time mentors, and 12 noon to 1.30 pm for all mentees.

Applications are now open and will close Friday 26th March 2010. Both mentees and mentors are invited to apply. Applicants will be advised if we have a suitable match for them by mid April.

Program Convenor



The program is convened by Melissa Richardson of Sydney-based consultancy Horizons Unlimited. With over 25 years' business experience, Melissa has been involved in design and delivery of mentoring programs for women for the last decade. She is a skilled trainer, workshop facilitator and executive coach. For more information about Melissa, go to www.horizonsunlimited.com.au.

Frequently Asked Questions

How do I apply, and will I get a place in the program?

Application forms are available from Network Central. You can email Kim McGuinness, Managing Director of Network Central and request an application form be sent to you, mentor@networkcentral.com.au, or download an application form from the Network Central web site www.networkcentral.com.au. We can accommodate up to 25 pairs in this program. Application success will be based on date of application and whether we have a suitable match for you. The earlier you apply, the more likely it is that we will be able to match you.

What will I get out of it?

Mentees in similar mentor programs report boosts to self-esteem and confidence, work promotions, improved skills, better relationships at work, increased industry knowledge, better networking, better career planning, and better management of work and personal life quality.

Mentors acquire valuable mentoring skills and develop greater self-awareness. Many mentors get involved just to give something back to others.

Networking amongst program participants is encouraged, so you can expect to make new friends and build your network of colleagues.

Why do you have some male mentors?

Women can benefit from mentoring relationships with male mentors. Sometimes it is simply not possible to find the right female mentors for some applicants, as the reality is that there are still fewer women in senior management positions than men. The male mentors in our program are committed to seeing women advance in their careers.

I would like to be mentored but I am a man. Can I apply?

Unfortunately, no. This program is designed specifically for female executives as mentees. Perhaps you can find a mentor program through your industry association or email us and we will see if we can match you up with a suitable mentor on an external basis.

How will you match me with a mentor/ee?

We look at the goals, experience, career position, geographic location and other factors that will help make a good match. If there is a problem with a pair, we aim to resolve it as quickly as possible and find more suitable partners if necessary. However, this rarely happens.

Who is Network Central?

Network Central addresses and supports the unique challenges of women in middle to senior management charged with the task of inspiring greatness every day within their teams and businesses. Not only does the network provide members with the opportunity to hear and learn from peers, educators and role models in all areas, it is also an opportunity to reward and motivate staff and clients by bringing them along to events. Companies such as PwC, KPMG, Macquarie Bank, IBM, Microsoft, NRMA and many other companies of varying sizes have already realised the value of our 5 star events for the consistent and unique motivation of managers and teams.

The Network Central Mentor Program provides a further opportunity to inspire and lead your team with the help of an external mentor and the support structure that is attached.

What's in it for my employer?

Generally the positive outcomes for the participant are reflected in a more motivated employee, who may, depending on their aims, increase their practical knowledge, management skills or ability to be able to deal with difficult situations.

What if my employer thinks I will reveal sensitive information to someone outside the organisation?

In this program, mentors and mentees are asked to guarantee confidentiality to one another at their first meeting. The manual provided to participants contains an agreement which each party is asked to sign.

What if I can't attend a workshop session?

Before accepting you into the program, we ask that you check your availability for the dates specified. We cannot guarantee the outcomes of the program if you do not attend all sessions. However, we understand that sometimes there are special circumstances. If you have to miss a session, we ask that you catch up what you missed via your partner or another program participant.



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