



CAASTRO MENTORING PROGRAM

A mentoring relationship is usually where one wiser and more experienced person assists another person to grow and learn. It is not a new management technique. Since humans have lived in social groups we have learnt our norms, values and behaviours by the example and coaching of others.

Experience, skills and a genuine desire to help are more valuable assets in a mentoring relationship than age or position. Open and assertive communication and the trust of both parties are essential.

Both partners in the mentoring relationship benefit. Learning must be a lifelong process and one of the most effective ways to learn is to assist in the development of others.

Mentoring happens in all organisations whether it is fostered as a development strategy; allowed or encouraged as an informal process; or is an activity that occurs below the consciousness of individuals. People ARE learning from others, adopting modelled behaviours and attitudes and absorbing the culture and perceived values of the organisation through their personal interactions with co-workers.

Benefits to CAASTRO of a Mentoring Program

- Increase in morale and motivation
- Achievement of excellence in research
- Greater productivity
- Discovery of talent
- Development of leadership for the future
- Communication of values, goals and plans
- Demonstration of personal and professional standards
- Implementation of equity initiatives
- Fostering of shared values and team work
- Enhancement of leadership and people management skills of managers
- Building a learning organisation
- Managed careers
- Development of cross-organisational networks

Benefits to the CAASTRO Mentee

- Development of potential and knowledge about their area of Research
- Flexibility - Mentorees negotiate with their mentors to work within available time and other commitments
- Self directed learning - Mentorees choose specific learning objectives
- Leads to career opportunities as a result of the mentor relationship
- Give and receive feedback
- Receive encouragement and support to achieve goals
- Develop new networks
- Develop new and/or different perspectives
- Get assistance with research ideas
- Demonstrate strengths and explore potential
- Develop visibility within or outside an organisation
- Be challenged to use talents and share expertise

Benefits to the Mentor

- Obtain a greater understanding of the barriers experienced at lower levels of the organisation
- Enhance their own skills in coaching, counselling, listening and modelling
- Develop and practise a more personal style of leadership
- Gain additional recognition and respect
- Learn new perspectives and approaches
- Contribute something to others in the organisation
- Extend professional networks
- Demonstrate expertise and share knowledge

The Proposed Approach

1. You have been matched to a mentor or a mentee, or perhaps both.

Thank you if you participated in our Speed Mentoring event at the 2011 Annual Retreat. Your preferences have been noted and where possible you have been matched with one of the people you identified. In some cases, to avoid overload of some more “popular” mentors, the Executive has had to make changes to some matches, however we hope that you will have a productive and enjoyable mentoring relationship with whomever you are matched with. Thanks to Dr Ebeling for all her hard work on assessing your preferences and recommending matches.

If at any stage you find your Mentoring Relationship is not working, then please contact us and we can re-allocate or re-assign your Mentor/Mentee.

2. The first step is to complete the CAASTRO Mentoring e-book.
3. You should then meet with your mentor/mentee once a year face-to-face (the Annual Retreat if it is easiest) and twice a year by CAASTRO video-conference.
4. If you have any issues at any stage then please contact:

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