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## 2023 INCLUSIVE LEADERSHIP MENTORING PROGRAM - ACT

The Franklin Women Inclusive Leadership Mentoring Program supports women aspiring for leadership roles, while providing opportunities for leaders (of any gender) to develop inclusive leadership capabilities.

### ABOUT THE PROGRAM

This Program is a cross-organisational initiative that combines informal mentoring sessions between mentees and mentors, with structured and expertly facilitated workshops and events. The 2023 Program will run in Canberra between May and November (refer to Program Dates overleaf).

The facilitated sessions provide career, inclusive leadership, and mentoring development frameworks to drive the mentoring conversations as well as broader skill development of the participants. Through these sessions, mentees develop their readiness for senior leadership roles while mentors learn how they can positively shift the culture of leadership to be more inclusive.

### WHAT SETS THIS PROGRAM APART?



#### CROSS-ORGANISATIONAL PROGRAM

Connecting mentees with mentors from organisations across the health and medical research ecosystem.



#### THOROUGH MATCHING PROCESS

A rigorous matching process based on critical factors for a successful mentoring partnership.



#### FULLY SUPPORTED EXPERIENCE

Participants are supported by experienced executive coaches and an online mentoring platform.

### RESULTS FOR MENTEES AND MENTORS

Now in its 7th year, this program has connected over 420 mentees and mentors from more than 20 diverse organisations across the health and medical research ecosystem. It continues to demonstrate value to the careers of mentees and mentors which has had a ripple effect across their organisations and the wider ecosystem.

A formal evaluation of this program has shown the tangible benefits it provides to mentees, mentors and their respective organisations.\*

**84% OF MENTEES  
SURVEYED IN 2022**

said the program has helped them  
be more successful in their role

**76% OF MENTORS  
SURVEYED IN 2022**

have applied what they have  
learned within their teams

“ I pay more attention to the inclusive aspect as an emerging leader and I will incorporate it into my career leadership development. ”

\*Vassallo A, Walker K, Georgousakis M, et al. Do mentoring programmes influence women's careers in the health and medical research sector? A mixed-methods evaluation of Australia's Franklin Women Mentoring Programme BMJ Open 2021;11:e052560. doi: 10.1136/bmjopen-2021-052560

## KEY DATES 2023

All applicants should have the capacity and commitment to attend the facilitated sessions and work with their mentee/mentor for the entirety of the program. Key dates are outlined below.

In addition to the facilitated sessions, six to eight one-on-one sessions between mentee/mentor pairs are recommended over the course of the program at a time of convenience.

CANBERRA	ACTIVITY		DELIVERY	ATTENDEES
9.30am - 4pm Wed 31 May	<b>Mentee Initial Workshop</b>	An introductory career and leadership development workshop to provide content for mentoring conversations.	Face to Face <b>6.5 hours</b>	Mentees Only
2.30pm - 5pm Thu 1 Jun	<b>Mentor Initial Workshop</b>	An introductory workshop to provide mentors with tools in mentoring and strategies to support their mentees.	Face to Face <b>2.5 hours</b>	Mentors Only
5pm - 7pm Thu 1 June	<b>Program Launch</b>	An evening cocktail event to celebrate the kick-off of the program. Former mentees and mentors will speak about their experiences.	Face to Face <b>2 hours</b>	Mentees & Mentors
11am - 1pm Tue 29 Jun	<b>Signature Strengths Workshop</b>	A workshop designed to help mentees and mentors identify their individual signature strengths.	Virtual <b>2 hours</b>	Mentees & Mentors
9.30am - 12.30pm Thu 10 Aug	<b>Mid-Point Check-In and Resilience</b>	An opportunity for mentees and mentors to exchange feedback and insights from their mentoring experience & revisit the leadership and mentoring frameworks.	Face to Face <b>3 hours</b>	Mentees & Mentors
12pm - 1.30pm Tue 19 Sep	<b>Career Insights Panel Discussion</b>	A panel of select mentors will answer mentee questions and share insights about their careers.	Virtual <b>1.5 hours</b>	Mentees Only
12pm - 1.30pm Thu 26 Oct	<b>Mentor Advanced Leadership</b>	A session for mentors to reflect on key insights from the program and learn how to positively shift the inclusive leadership culture within their own organisations and the sector.	Virtual <b>1.5 hours</b>	Mentors Only
5pm - 7pm Thu 30 Nov	<b>Grand Finale Cocktail Event</b>	Celebration to reflect on and close the 2023 program.	Face to Face <b>2 hours</b>	Mentees & Mentors

## HOW TO PARTICIPATE

As this is a cross-organisational program, it is workplaces who commit to participating in the Franklin Women Mentoring program and nominate mentees and mentors who will go through. If you currently work in the sector and are interested to participate as a mentee or mentor, please enquire within your organisation to see if they are already a registered participating organisation on the program. If so, ask your organisation how to nominate yourself.

Please contact Franklin Women if you are not sure if your organisation participates. Franklin Women also sponsors one mentee place for Franklin Women members who are not from one of the participating organisations. Refer to our website for more details: [www.franklinwomen.com.au](http://www.franklinwomen.com.au)

## PARTICIPANT CRITERIA

### MENTEE

A woman whose work contributes to improving health outcomes in an academic or non-academic capacity in any discipline (e.g. laboratory, public health, clinical research, health technology, medical engineering etc).

Minimum 8–10 years professional experience. Equates to university C or research scale equivalent.

### MENTOR

An individual who has demonstrated significant experience in the sector at a leadership level, either in a research, academic or executive capacity.

A minimum 15 years professional experience and currently in a leadership role.

For more information please contact:

*Franklin Women*

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