

MENTORING PROGRAM 2019

The 2019 Franklin Women Mentoring Program is an initiative that supports and promotes female health and medical researchers aspiring to leadership roles in the sector.

The program also provides an opportunity for senior male and female leaders (mentors) to develop inclusive leadership skills to apply within their own teams, organisations and the broader sector.

ABOUT THE PROGRAM

The Franklin Women Mentoring Program combines informal sessions between mentees and mentors with a structured and interactive program of events and workshops between June and November 2019.

The formal sessions facilitated by Serendis consulting, experts in inclusive leadership, provide career, leadership and mentoring development frameworks to drive the mentoring conversations as well as broader skill development of the participants.

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

See schedule of events overleaf.

WHAT SETS THE PROGRAM APART

CROSS-SECTOR PROGRAM

The Franklin Women mentoring program connects mentees with mentors from a different organisation in the health and medical research sector. In 2018, fifteen organisations participated, representing universities, medical research institutes, non-profit organisations and health services.

This diversity provides a unique opportunity for hearing new career perspectives and strategies, as well as avoiding any potential conflicts of interests between mentees and mentors.

THOROUGH MATCHING PROCESS

The process for matching mentees with mentors across different organisations is rigorous and draws upon extensive information gathered from the participants. For example, understanding the career goals of each mentee, their objectives for the program, and their thinking style, are all critical to the success. Equally important is understanding the professional experiences of each mentor as well as their leadership styles and personality type.

SKILLS IN INCLUSIVE LEADERSHIP

It is well recognised that women are under-represented in senior positions in the health and medical research sector, even though women and men are equally represented in their early careers.

The Franklin Women Mentoring Program aims to address this in two ways. By:

- Supporting talented women to develop their readiness for senior leadership roles; and
- Enhancing inclusive leadership capabilities of current leaders

This is achieved as the program is designed to specifically provide skills training that helps mentees navigate this environment while progressing their career to the next stage. Just as importantly, the program is also structured to help mentors understand how to change the culture of leadership in the sector and provide them with insights and skills which they can bring back to their own organisations.

KEY DATES 2019

DATE/TIME	ACTIVITY	MENTOR	MENTEE
Thu 18th Apr	Applications Close Mentee and Mentor applications to be submitted to online portal and approved by organisation by this date.	✓	✓
9:30am–4pm Tues 4th Jun	Mentee Initial Workshop An introductory career and leadership development workshop to provide content for mentoring conversations.		✓
2:30–5pm Thu 13th Jun	Mentor Initial Briefing An introductory workshop to provide mentors with tools in mentoring and strategies to support their mentees in this program.	✓	
5–7pm Thu 13th Jun	Mentoring Program Cocktail Kick-off An evening cocktail event to celebrate the kick-off of the program. Former mentees and mentors will speak about their experiences.	✓	✓
9:30am–12:30pm Tue 23rd Jul	Joint Signature Strengths Workshop A workshop designed to help mentees and mentors identify their individual signature strengths.	✓	✓
9:30am–1pm Wed 28th Aug	Mentee & Mentor Joint Mid-point Session An opportunity for mentees and mentors to share feedback and insights from their mentoring experience halfway through the program. Introduction of resilience framework.	✓	✓
9:30am–11:30pm Wed 18th Sep	Panel Discussion A panel of select mentors will answer mentee questions and share insights about their careers.		✓
5–7pm Thu 7 Nov	Grand Finale Cocktail Event Close of the 2019 mentoring program. Cocktail and keynote speaker.	✓	✓

“ It was a great privilege to be involved. I’m sure I learnt as much from my mentee as she did from me. There was a high level of engagement, excellent frameworks and insights for both the mentee and mentor.”

– PREVIOUS MENTOR

“This mentoring program has been a wonderful opportunity at a key turning point in my career and I would highly recommend it.”

—PREVIOUS MENTEE

For more information about this program please contact

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