

Franklin Women

MENTORING PROGRAM 2020

Participant Information Sheet

“It’s simply outstanding—easily the best leadership/mentorship training I’ve done (and I’ve done what feels like a lot!)”

— MENTOR, 2019

“The program gave me the strength to keep fighting, by showing me that I’m not alone.”

— MENTEE, 2019

“Thanks to the program, I have important new perspectives on questions that I’ve had and feel better equipped for the next stage in my career”

— MENTEE, 2019

“This is an excellent mentoring program that goes in depth into the various frameworks and then helps you apply it to your own workplace. It includes people from diverse disciplines and organisations helps enrich the experience and provides a neutral environment to share ideas and experiences and matching appropriate mentees.”

— MENTOR, 2019

The 2020 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 leaders (male and female mentors) to develop inclusive leadership skills to benefit their own team, organisations and the broader sector.

ABOUT THE PROGRAM

The Franklin Women Cross-Organisational Mentoring Program combines informal sessions between mentees and mentors with a structured and interactive program of events and workshops between June and November 2020. The formal sessions facilitated by Serendis Leadership, 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.*

RESULTS FOR MENTEES AND MENTORS

The Franklin Women Mentoring Program has received resounding positive feedback from participating mentees and mentors, with evidence of tangible positive impact on their careers as measured through long-term evaluations.

Mentees report

- Increased clarity of career pathway
- Increased understanding of inclusion and development of inclusive leadership skills
- Increased networks via their mentee cohort and mentor introductions
- New collaborations and/or career promotions after program completion

Mentors report

- Increased awareness and skills for being an inclusive leader
- Greater value of mentoring relationships and development of mentoring skills
- Positive changes to how they manage their teams after program completion
- A sense of personal reward from supporting future research leaders in their careers

WHAT SETS THE PROGRAM APART

CROSS-SECTOR PROGRAM

The Franklin Women Mentoring Program connects mentees with mentors from different organisations in the health and medical research sector. In 2019, twelve 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 interest 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 by complementing one-on-one mentorship sessions with workshops that develop skills in inclusive leadership - known to play a key role in creating truly diverse work cultures and environments. The development of inclusive leadership skills among participants supports:

- Female mentees to develop their readiness for senior leadership roles;
- Male and female mentors to understand how they can positively shift the culture of leadership in their teams and organisations

FULLY SUPPORTED EXPERIENCE

Participants are supported throughout the program by experienced executive coaches through the workshops, one-on-one check ins and an online coaching platform, MentorKey.

All participants will gain insight into their thinking preferences, decision making style, and communication through taking the HBDI survey. Each mentee will also have the opportunity to self-assess their leadership capabilities to help target specific skill areas and behaviours that are critical to successful leadership.

Every participant has access to learning modules via MentorKey that guide them through their mentoring relationship in an individualised manner through targeted activities and questioning.

KEY DATES 2020

Applications to participate in the Mentoring Program are made directly to your organisation as per the process and dates they provide.

DATE/TIME	ACTIVITY		MENTOR	MENTEE
9:30am – 4pm Tue 26 May	Mentee Initial Workshop	An introductory career and leadership development workshop to provide content for mentoring conversations.		✓
2:30-5pm Tue 9 Jun	Mentor Initial Workshop	An introductory workshop to provide mentors with tools in mentoring and strategies to support their mentees in this program.	✓	
5-7pm Tue 9 Jun	Program Launch	An evening cocktail event to celebrate the kick-off of the program. Former mentees and mentors will speak about their experiences.	✓	✓
9:30-12:30pm Wed 1 Jul	Joint Signature Strengths Workshop	A workshop designed to help mentees and mentors identify their individual signature strengths.	✓	✓
5-7pm Thu 30 Jul	Mentee Networking Event	Mentees meet each other in an informal setting and practise their networking skills.		✓
9:30am-1pm* Thu 13 Aug	Joint Mid-Point Workshop	An opportunity for mentees and mentors to share feedback and insights from their mentoring experience halfway through the program.	✓	✓
9.30-11.30am Wed 23 Sep	Panel Discussion	A panel of select mentors will answer mentee questions and share insights about their careers.		✓
5-7pm Thu 5 Nov	Grand Finale Cocktail Event	Celebration to reflect on and close the 2020 Franklin Women program.	✓	✓

* Mentees and Mentors will not be required to attend the entire workshop. More details will follow.

Please note that all workshop dates and times are subject to change and will be confirmed in advance of each session.

For more information about this program please contact

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