



Franklin Women

MENTORING PROGRAM 2021

FACILITATED BY



The Franklin Women Mentoring Program is a structured program that connects mid-career women with leaders working across the health and medical research sector.

The program supports and promotes women working in the sector who are aspiring to leadership roles. It also provides an opportunity for senior leaders (of any gender) to develop inclusive leadership capabilities to benefit their own teams, organisations and the broader sector.

ABOUT THE PROGRAM

This cross-organisational initiative combines mentoring sessions between mentees and mentors with a structured and interactive program of events and workshops between June and November 2021 (refer overleaf for full schedule).

The facilitated sessions provide career, leadership, and mentoring development frameworks to drive the mentoring conversations as well as broader skill development of the participants.

WHAT SETS THE PROGRAM APART?

CROSS-ORGANISATIONAL PROGRAM

Connecting mentees with mentors from organisations across the health and medical research sector. A unique opportunity to gain new career perspectives and strategies without any potential conflict of interest between mentees and mentors.

FULLY SUPPORTED EXPERIENCE

Participants are supported throughout the program by experienced executive coaches who have an understanding of the sector as well as an online mentoring platform.

THOROUGH MATCHING PROCESS

A rigorous matching process based on critical factors for a successful mentoring partnership, including:

- The mentee's career goals, objectives for the program and thinking style.
- The mentor's professional experience and leadership style.

DRIVING CULTURE SHIFT FOR INCLUSIVE LEADERSHIP

Mentoring sessions and workshops develop skills in inclusive leadership by supporting:

- Mentees to develop their readiness for senior leadership roles.
- Mentors to learn how they can positively shift the culture of leadership to be more inclusive.
- All participants to create truly diverse work cultures and environments.

RESULTS FOR MENTEES AND MENTORS

Now in its 5th year, the Franklin Women Mentoring Program continues to demonstrate value for the careers of mentees and mentors, as well as the organisations they come from.

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

"A program that empowers and equips the future leaders of the Health and Medical Research sector with the skills they need to succeed and flourish. I have learnt so much about myself and my capabilities and will take this confidence forward as I progress in my career."
Mentee, 2020

"A structured and professional program, wonderful for emerging or lost leaders to help with a sense of direction and leadership development. Loved it!"
Mentor, 2020



2021 KEY DATES

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

DATE/TIME	ACTIVITY		DELIVERY	MENTEE	MENTOR
9.30am – 4pm Tue 1 Jun	Mentee Initial Workshop	An introductory career and leadership development workshop to provide content for mentoring conversations.	Face to Face	✓	
2.30pm – 5pm Thu 10 Jun	Mentor Initial Workshop	An introductory workshop to provide mentors with tools in mentoring and strategies to support their mentees in this program.	Face to Face		✓
5pm – 7pm Thu 10 Jun	Program Launch	An evening cocktail event to celebrate the kick-off of the program. Former mentees and mentors will speak about their experiences.	Face to Face	✓	✓
9.30am – 11.30am Wed 14 Jul	Signature Strengths Workshop	A workshop designed to help mentees and mentors identify their individual signature strengths.	Virtual	✓	✓
12pm – 3.30pm Tue 17 Aug	Program Check-In & Networking Lunch	An opportunity for mentees and mentors to exchange feedback and insights from their mentoring experience, revisit the leadership and mentoring frameworks while building connections with peers from across the sector.	Face to Face	✓	✓
9.30am – 11.30am Wed 15 Sep	Panel Discussion	A panel of select mentors will answer mentee questions and share insights about their careers.	Virtual	✓	
9.30am – 11.30am Wed 6 Oct	Advanced Leadership Session	A session for mentors to collectively reflect on key insights from the program and learn more about how to positively shift the inclusive leadership culture within their own organisations and the sector.	Virtual		✓
5pm – 7pm Thu 11 Nov	Grand Finale Cocktail Event	Celebration to reflect on and close the 2021 Franklin Women program.	Face to Face	✓	✓

All events are subject to COVID-19 health restrictions

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.

HOW TO PARTICIPATE

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 in our program.

Franklin Women also sponsors one mentee place for Franklin Women members who are not from one of the participating organisations.

PARTICIPATION 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 (not limited to professional experience post-PhD as many individuals commence post-graduate study after working in the sector). 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 (in research or other sector role).

For more information about this program please contact:

Dr Melina Georgousakis
Founder, Franklin Women
0428 320 750
melina@franklinwomen.com.au

Bianca Havas
Program Director, Serendis Leadership
0403 911 900
bianca@serendis.com.au

Franklin Women

