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LEADERSHIP



2022 INCLUSIVE LEADERSHIP MENTORING PROGRAM

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 initiative combines mentoring sessions between mentees and mentors with a structured and interactive program of events and workshops between May and November 2022 (refer overleaf for full schedule).

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 sector.



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 6th year, this program has connected over 350 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 sector.

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



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 am so grateful for the experience!

2021 MENTEE



The facilitated reflection activities broadened my understanding of how to better support a mentee in finding their way.

2021 MENTOR

ALL MENTEES
SURVEYED IN 2021

said the program added value to their career development

ALL MENTORS
SURVEYED IN 2021

said their participation on the program enhanced their leadership skills

*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 2022

In 2022, the Franklin Women Mentoring Program will be delivered in Sydney and Canberra. Key dates for both programs are outlined below. 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.

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.

SYDNEY	CANBERRA	ACTIVITY		DELIVERY	MENTEE	MENTOR
9.30am - 4pm Thu 19 May	9.30am - 4pm Thu 2 Jun	Mentee Initial Workshop	An introductory career and leadership development workshop to provide content for mentoring conversations.	Face to Face	✓	
2.30pm - 5pm Thu 26 May	2.30pm - 5pm Thu 16 Jun	Mentor Initial Workshop	An introductory workshop to provide mentors with tools in mentoring and strategies to support their mentees.	Face to Face		✓
5pm - 7pm Thu 26 May	5pm - 7pm Thu 16 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	✓	✓
10am - 12pm Mon 27 Jun	10am - 12pm Tue 26 Jul	Signature Strengths Workshop	A workshop designed to help mentees and mentors identify their individual signature strengths.	Virtual	✓	✓
9.30am - 12.30pm Tue 9 Aug	9.30am - 12.30pm Tue 25 Aug	Mid-Point Check-In and Resilience	An opportunity for mentees and mentors to exchange feedback and insights from their mentoring experience & revisit the leadership and mentoring frameworks.	Face to Face	✓	✓
10am - 11.30am Tue 13 Sep	10am - 11.30am Tues 20 Sep	Career Insights Panel Discussion	A panel of select mentors will answer mentee questions and share insights about their careers.	Virtual	✓	
10am - 12pm Wed 12 Oct	10am - 12pm Thu 20 Oct	Mentor Advanced Leadership	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		✓
5pm - 7pm Thu 10 Nov	5pm - 7pm Thu 17 Nov	Grand Finale Cocktail Event	Celebration to reflect on and close the 2022 Franklin Women program.	Face to Face	✓	✓

All events are subject to COVID-19 health restrictions.

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 the program. 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

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 (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 please contact:

Franklin Women

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