



WOMEN IN BANKING & FINANCE

Mentoring For Success
Program 2019
Mentee information



Women in Banking and Finance is delighted to introduce the tenth annual Mentoring For Success Program for 2019.

The goal of this structured and interactive program is to help promote and develop women for senior leadership roles in the banking and finance industry. The program facilitates a mentoring relationship between professional women in middle to senior management and senior leaders (men & women) who can genuinely foster a culture of inclusion within their organisations and the industry.

WHY SHOULD YOU PARTICIPATE?

This is a unique opportunity to gain new perspectives, ideas and strategies from an industry leader to support your career advancement.

The support of an external mentor will provide you with:

- A safe environment to challenge your thinking
- An experienced external perspective, free from any conflicts of interest
- Advice on how to progress your career and position your personal brand
- Frameworks and strategies to enhance your leadership presence and confidence
- Feedback on how to implement positive changes and overcome challenges
- A broader network with your peers and industry leaders

From the facilitated sessions you will also:

- Receive your personalised Herrmann Brain Dominance Instrument Profile (a psychometric tool that measures your mode of thinking)
- Develop and articulate your key strengths in a way which will add immense value to your career
- Analyse your leadership capability and work on areas key to your career progression
- Learn the importance of building your network and personal brand and be supported to do so
- Build your resilience
- Gain insights into the leadership journey of successful executives in the industry.

WHO ARE OUR PARTICIPANTS?

Our participants will be joining a select cohort of high calibre peers in the banking and finance sector from across Australia.

Mentees on the program are women in middle to senior management, who are nominated by their organisations in recognition of their talent and leadership potential. Mentors are senior executives in leadership positions who have also been selected by their organisations.

“My mentor has instilled in me that I am more capable than I think I am. It is great to speak to someone without a personal agenda or vested interest.”
—PREVIOUS MENTEE



“I have a different mindset to my progression and feel much more in control of my career and my future through having been provided with the tools to help me recognise and achieve the next steps.” —PREVIOUS MENTEE

WHY A PROGRAM JUST FOR WOMEN?

We have interviewed hundreds of women and men across industries. Without exception, all senior leaders irrespective of gender, report that mentors and sponsors have been crucial to their success.

Research indicates that men have greater access to sponsorship through informal relationships within or outside their organisation. This is a natural consequence of our senior leadership still being predominantly male. A structured mentoring program for women provides a valuable opportunity to access the advice and networks that have been identified as key factors of career success. Just as importantly, this formal framework also encourages leaders to be mindful about sponsoring a diversity of individuals.

WOMEN IN BANKING & FINANCE TODAY

Women remain underrepresented in leadership, comprising only 28% of key leadership positions versus 59% in non-leadership roles across financial services. Research by Oliver Wyman indicates the problem is not simply the tone or atmosphere of the workplace; it is the unstated ideas about what is required for success in the financial industry.

A Top Down & Bottom Up Approach

We know that despite all of the work to date focussing on diversity, the sector is still working towards enhancing its inclusive culture.

The program is designed specifically to help you navigate this environment when developing your career. Just as importantly, the program is also structured to help mentors understand how to change the culture of leadership in the industry and bring back those insights to their own organisations.

THE MATCHING PROCESS

Establishing the most successful pairing of mentor and mentee is key to the program. The matching process is rigorous and draws upon extensive information, gathered from mentees and mentors.

Understanding your career goals, objectives for the program, as well as your thinking style is critical to the success of the match. Pairing incorporates levels of experience, areas of expertise and your career aspirations. Careful attention is paid to participants' backgrounds, goals, personalities, and learning styles.

PROGRAM DETAILS

This structured and interactive program includes six facilitated workshops between May and October. These group sessions provide relevant frameworks and tools to drive your mentoring conversations. There will be small amounts of pre-work for some of the facilitated workshops. In addition to the facilitated workshops, we recommend six to eight one-on-one sessions with your mentor over the course of the program. Full program overleaf.

WORKSHOPS	GROUP EVENTS	INDIVIDUAL SESSIONS
Mentee Introduction Briefing (full day)	Mentoring Program Launch Cocktail Event	6-8 sessions with your mentor throughout the program (arranged at your convenience)
Joint Signature Strengths Workshop (lunchtime)	Grand Finale Cocktail Event	
Joint Mentee and Mentor Mid-Point and Resilience Workshop (lunchtime)		
Mentee only Panel Discussion (lunchtime)		

Full Program Details

SYD DATE	MEL DATE	BRIS DATE*	TIME	PHASE/EVENT
14th Feb			—	Launch of the Application Process Online program information available and application process commences.
29th Mar			—	Applications Due Mentee applications to be submitted to Serendis and approved by organisation.
April			—	Matching Process Serendis processes application forms, conducts interviews and HBDI surveys, determines optimal matching of mentees and mentors.
7th May	21st May	28th May	9am–4pm	Mentee Initial Workshop A leadership development program to provide impactful content for the mentoring conversations.
16th May	30th May	5th Jun	5–6.30pm	Mentoring Program Launch First introduction between mentees and mentors followed by panel discussion on successful mentoring
27th Jun	26th Jun	24th Jun	12–2pm	Joint Signature Strengths Workshop A lunch time workshop for both mentors and mentees designed to help mentees identify their individual signature strengths
7th Aug	15th Aug	20th Aug	11am–1.30pm	Joint Mentee and Mentor Mid-point Lunch & Resilience Framework An opportunity for mentees and mentors to share feedback and insights from their mentoring experience. Introduction of resilience framework.
10th Sep	18th Sep	17th Sep	12–2pm	Panel Discussion (Mentee only event) A panel of senior mentors will answer mentees' questions and share insights about their careers over an informal lunch.
31st Oct	7th Nov	14th Nov	5–6.30pm	Grand Finale Close of the 2019 mentoring program. Cocktail and keynote speaker.

* Brisbane program will be run subject to demand

For more information about this program please contact

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