



# WOMEN IN BANKING & FINANCE

Mentoring For Success  
Program 2019  
Mentor information



women  
banking  
and  
finance

# 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.

## LEADERSHIP IN BANKING & FINANCE

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Women remain underrepresented in leadership, comprising only 28% of key leadership positions versus 59% in non-leadership roles across financial services. Female managers, senior managers and executives in financial services are 20 to 30% more likely to leave their employer than their peers in other industries. Yet, women enter the industry with the same ambition level as men.

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.

## MENTORING TO ENHANCE AN INCLUSIVE LEADERSHIP CULTURE

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Senior leaders have the opportunity to create a genuine impact by mentoring women in middle to senior management from different organisations.

For mentees, this is a unique opportunity to gain new perspectives, ideas and strategies from an industry leader to support their career advancement.

In addition, mentors can enhance their inclusive leadership skills, and collaborate with their industry peers to drive cultural change within their own organisations and the broader sector.

The program addresses two critical levers of change:

- Helping talented women develop their readiness for senior leadership roles; and
- Enhancing mentors' inclusive leadership capabilities.

**“This program has been transformational in my leadership. It has fundamentally shifted my views on how the workplace needs to be structured to ensure that all personalities are given equal opportunity including women.”**

**—PREVIOUS MENTOR**



“Extremely useful program for both mentee and mentor. A well-structured program with helpful tools to aid the mentoring process and relationship.”  
—PREVIOUS MENTOR

## WHY THIS PROGRAM?

We have interviewed hundreds of women and men across different 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.

## MENTEES

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.

With support from Serendis, mentees are encouraged to develop a clear set of goals and agenda for the program which ensures crucial momentum and development during their one-on-one sessions with their mentor.

## 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.

The process takes into account an individual's experience, areas of expertise and career aspirations. Careful attention is paid to both participants' backgrounds, goals, personalities, and learning styles.

## PROGRAM DETAILS

This structured and interactive program includes four facilitated group sessions and two cocktail events between May and October. The group sessions provide relevant frameworks and tools to drive your mentoring conversations. In addition to the facilitated workshops, we recommend six to eight one-on-one sessions with your mentee over the course of the program. Full program overleaf.

WORKSHOPS	GROUP EVENTS	INDIVIDUAL SESSIONS
Mentor Introduction Briefing (2 hours)	Mentoring Program Launch Cocktail Event	6-8 sessions with your mentee throughout the program (arranged at your convenience)
Advanced Mentoring Skills (Optional lunchtime Mentor Workshop)	Grand Finale Cocktail Event	
Joint Signature Strengths Workshop (lunchtime)		
Joint Mentee and Mentor Mid-Point and Resilience Workshop (lunchtime)		

# Full Program Details

SYD DATE	MEL DATE	BRIS DATE*	TIME	PHASE/EVENT
14th Feb			—	<b>Launch of the Application Process</b> Online program information available and application process commences.
29th Mar			—	<b>Applications Due</b> Mentee and Mentor applications to be submitted to Serendis and approved by organisation.
April			—	<b>Matching Process</b> Serendis processes application forms, conducts interviews and HBDI surveys, determines optimal matching of mentees and mentors.
16th May	30th May	5th Jun	3–5pm	<b>Mentor Initial Workshop</b> A 2 hour workshop to introduce the program and give mentors additional tools and strategies to support women in this program
			5–6.30pm	<b>Mentoring Program Launch</b> First introduction between mentees and mentors followed by panel discussion on successful mentoring
6th Jun	11th Jun	5th Jun	12.30–2pm	<b>Advanced Mentoring Skills (Optional Mentor Workshop)</b> A lunchtime workshop to offer Mentors an opportunity to deepen their mentoring and coaching techniques
27th Jun	26th Jun	25th Jun	12–2pm	<b>Joint Signature Strengths Workshop</b> A lunch time workshop for both mentors and mentees designed to help mentees identify their individual signature strengths
7th Aug	15th Aug	20th Aug	12–2.30pm	<b>Joint Mentee and Mentor Mid-point Lunch &amp; Resilience Framework</b> An opportunity for mentees and mentors to share feedback and insights from their mentoring experience. Introduction of resilience framework.
31st Oct	7th Nov	14th Nov	5–6.30pm	<b>Grand Finale</b> 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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