

# WOMEN IN BANKING & FINANCE

## MENTORING FOR SUCCESS 2021



women  
banking  
and  
finance

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.

The program really provided lots of tips and insights into how to be a more effective mentor, how to lead effectively with a diversity lens and how to better flex and adapt my style to suit the situation.

- MENTOR 2020

"I have been energised by my learning and my sessions with the group, and with my mentor. I feel confident to be able to weave my learning into a real work and career context. This program has been an invaluable experience for me."

- MENTEE 2020

### ABOUT THE PROGRAM

Successful leadership today and in the future will need to be inclusive and agile to forge innovation and solve new, more challenging problems. The Mentoring for Success program will provide mentees and mentors with a unique forum to engage in actionable, personalised and experiential inclusive leadership development.

This initiative combines informal and formal sessions between mentees and mentors with a structured and interactive program of events and workshops over six months.

The formal sessions facilitated by Serendis 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.

### PROVEN RESULTS

#### FOR MENTEES THE PROGRAM IMPROVES

- Clarity and confidence in driving career
- Personal brand and network (internal and external)
- Influencing skills
- Inclusive leadership skills

#### MENTORS REPORT

- Significant impact on their inclusive leadership awareness and practice
- Enhanced mentoring and coaching skills
- Growth of their personal leadership impact

### A BROADER PERSPECTIVE = MORE OPPORTUNITY

#### CROSS-INDUSTRY PROGRAM:

The diversity provides a unique opportunity for hearing different perspectives and enhances positive connections

#### THOROUGH MATCHING PROCESS:

The process for matching mentees with mentors across different organisations is rigorous and draws upon extensive information gathered from the participants

#### SKILLS IN INCLUSIVE LEADERSHIP:

This is achieved by providing guidance that helps the mentees navigate the environment while progressing their career to the next stage

#### FULLY SUPPORTED:

Participants are supported throughout the program by experienced executive coaches and are provided with data to drive their personal goals

### 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.

## FULL PROGRAM DETAILS

Dates and times of events will be confirmed prior to the start of the program.

EVENT	DATE
<b>Applications Due</b> Mentee and Mentor applications to be submitted to Serendis and approved by organisation.	THURS 11TH MARCH
<b>Matching Process</b> Serendis process application forms, conducts interviews and HBDI surveys, determines optimal matching of mentees and mentors.	APRIL
<b>Mentee Initial Workshop*</b> A leadership development program to provide impactful content for the mentoring conversations.	MAY
<b>Mentor Initial Workshop**</b> A workshop to introduce the program and give mentors additional tools and strategies to support women in this program.	MAY
<b>Program Launch</b> First introduction between mentees and mentors.	MAY
<b>Mentor Advanced Skills Workshop (Optional)**</b> A workshop to offer Mentors an opportunity to deepen their mentoring and coaching techniques.	JUNE
<b>Inclusion360 Debrief</b> An opportunity to gain feedback from your colleagues in relation to your inclusive leadership behaviours through the Serendis 360 inclusion instrument.	JUNE / JULY
<b>Mentee Networking Event (Optional)*</b> Mentees meet each other in an informal setting and practice their networking skills.	JULY
<b>Program Check-in and Signature Strengths Workshop</b> A workshop designed to help mentees identify their individual signature strengths alongside their mentor.	AUGUST
<b>Developing a Resilient Mindset Workshop</b> This workshop introduces concepts of neuroplasticity and cognitive awareness to build and enhance mental resilience and grit.	AUGUST / SEPTEMBER
<b>Panel Discussion*</b> A panel of senior mentors will answer mentees' questions and share insights about their careers.	OCTOBER
<b>Grand Finale</b> Close of the 2021 Mentoring Program.	NOVEMBER

\*Mentee only session \*\*Mentor only session

All events are subject to COVID19 health restrictions and the approval of Corporate Members to host and attend in-person events

## KEY DETAILS

### COST

Mentee: \$5,500 (incl. GST) | Mentor: no fee

Please ensure your organisation has approved your participation and program fee prior to applying for the program.

## FOR MORE INFORMATION

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