

AUSTRALIAN WATER

ASSOCIATION

AWA Young Water Professionals Network SA, Mentoring Program Overview

Vision

To facilitate professional development through the establishment and support of a relationship between two people — a more experienced mentor and a less experienced mentee.

Development of an effective relationship is facilitated by appointment of someone outside of the mentee's chain of supervision who can offer advice on handling different situations (i.e. conflict resolution). While the program's primary focus is on 'soft skills', development of technical skills will be supported where possible through matching similar or desired skills.

Purpose

The program aims to support:

- The professional development of AWA members
- Growth of the AWA
- Support cross industry sharing of ideas and experience
- Easy management of the program by a volunteer committee
- Increased attendance at YWP program events

Structure

Mentees

The mentoring program is open to individual AWA members and employees of corporate members as mentees as a part of the membership value proposition. The only cost is the registration fees for attendance at the two mentoring events. These are usually a morning professional development event and a session at the YWP Forum.

The program is modelled on a 'continuous mentoring program which allows mentees to join at any stage during the year.

The program for mentees will provide a one-year enrolment, which includes two mentoring events, an email with a monthly mentoring discussion topic and a mentor introduction meeting.

Mentors

Potential mentors will be sourced primarily from both Individual and Corporate AWA Members as well as from parallel industries and disciplines.

There is no fee for being a mentor on the mentoring program to ensure that we have a true cross industry base to draw from.

Potential mentors are asked to nominate their availability to mentor for a period of two-years.

If assigned a mentee, a mentor's nomination expires when the mentoring relationship ends.

If not assigned a mentee during the two-year period, potential mentors may re-nominate at the end of the period.

Mentors will have access to all mentoring program materials and events during the period their nomination is current.

Recruitment

Mentors

Individual potential mentor recruitment will occur through existing AWA channels e.g. emails, website profile nomination and event announcements.

Corporate AWA members and our corporate mentoring partners will be asked to nominate a mentor for each mentee enrolled into the program.

Other mentors with relevant experience may be recruited, either from program sponsors or allied industries as required.

Mentees

Recruitment of Mentees will occur through advertising at AWA & YWP events, the AWA website, emails and corporate AWA Members.

Pairing

Pairing of mentors is conducted by the coordinator. When an enrolment is commenced by a mentee, the most suitable mentor will be selected from the pool of potential mentors maintained by the co-ordinator.

Mentor and Mentee Packs will be issued to the pair in advance of an introduction meeting with the pair and a YWP committee member (to be held in association with another AWA/YWP event).

A mentoring agreement provided by the YWP committee member will be signed by the mentor and the mentee outlining the commitment to the program.

Ongoing Contact

Ongoing contact during the program will be via the monthly topic emails.

Support and troubleshooting for mentoring relationships will be provided at events or via email in the first instance.

The SA Branch Manager will be the primary point of contact, with further enquiries directed to the Mentoring Program Co-ordinator and/or YWP Committee members as needed.

Program Events

Mentoring Program events are a key feature of the program and attendance is encouraged by inclusion as part of the program. Program events are considered 'facilitated mentoring' with an appropriate speaker on a professional development topic provided. This is followed by a one-on-one mentoring session that builds upon topics or issues discussed by the speaker before an opportunity to share back with the broader group. The events also provide time for networking and present an excellent opportunity for mentors to introduce mentees to relevant contacts.

Program Close

At the end of an enrolment, a closing survey for the mentoring program will be sent to both the mentor and mentee. This should include an opportunity for the mentee to reflect on what they have gained from the program.

The survey will then be followed by phone call from a YWP Committee member to both the mentor and mentee to encourage re-nomination and enrolment (also consider nomination by Mentee as a mentor).

While the formal program ends, mentees and mentors are free to continue a mentoring relationship outside the program. Re-nomination of both mentee and mentor within the program is intended to find new partners rather than continuing the existing relationship. This is primarily to 'free up' mentors for other people.

Sponsorship

Sponsorship opportunities exist for the program as a whole, the individual mentoring events and the program email content. Please contact the AWA SA Branch Manager if you would like to discuss these opportunities.