



The AWA QLD Young Water Professionals (YWP) Sub-Committee is seeking registrations from members of the Water Industry interested in participating in the

2012 YWP Mentoring Program

In direct response to concerns that the Australian water industry would face serious labour shortages in the medium to long term future, the concept of an industry wide mentoring program was initiated by the YWP Network. It is hoped that this program will not only help with the retention of graduates but also of those members that are still finding their feet in the industry (3 – 10 years workplace experience).

Mentoring has been identified as an important influence in professional development and as an effective way to develop skills via the transfer of knowledge from an experienced senior member to a less experienced member. The mentoring relationship can strengthen competencies needed to enhance job performance and career prospects. It is based on encouragement, constructive comments, openness, mutual trust, respect and a willingness to learn new information, and can be a formal or informal relationship. The YWP Mentoring Program will match mentors and mentees based on participants preferences in a number of areas, and help initiate and facilitate an ongoing mentoring relationship. There will also be opportunity at the end of the program to discuss and celebrate the mentoring year.

The launch of the mentoring program will be held on **Wednesday 22nd February 2012** and is **open to all of the Queensland Water Industry** (AWA members, YWPs and non-members). The mentoring program will commence with an information and coaching session comprising presentations from a previous mentoring pair and Karen Schmidt from Let's Grow!, an organization with a mission to grow managers into engaging leaders.

For senior members interested in becoming a mentor, this an opportunity to give something back to the water industry by sharing your professional knowledge, experience and skills. For younger members, this is a chance to understand your career aspirations and network with someone who can assist you in achieving your goals.

Program Launch	5pm - Wednesday 22 nd February 2012 Followed by drinks and canapés	
Location	The Ship Inn Stanley St, South Brisbane www.theshipinn.com.au	
Registration Fees	<p>Numbers are strictly limited, register today!</p> <p>AWA member* (mentor and mentee): \$30.00 Non AWA member (mentor or mentee): \$45.00 * Member rates apply to individual members or one representative from a corporate/utility member.</p> <p>Please Note: Due to limited venue capacity, registrations for this event will be limited to a maximum number of 40 delegates (20 mentees / 20 mentors). In the event of this session is fully subscribed, preference will be given to AWA members and early registrations.</p>	
Enquiries	<p>Sharon Ible Phone: (07) 3846 1564 Email: sible@awa.asn.au</p>	<p>Sarah Schroeder (YWP Mentoring Coordinator) Phone: (07) 3735 5034 Email: mailto:s.schroeder@griffith.edu.au</p>

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RSVP	<p>Register online here by Wednesday 8th February 2012</p> <p>Please note: Cancellations will only be accepted up until Wednesday 8th February and cancellations received after this time will not be entitled to a refund.</p>
Mentor Matching	<p>A mentor pairing questionnaire form is to be filled out by everyone interested in participating in the mentoring launch (Click here).</p> <p>Once registration and questionnaire forms are completed, we will try to match the mentees with an appropriately experienced mentor based on your skill set and career aspirations.</p>
Presenters	<p>Karen Schmidt – Let’s Grow!</p> <p>Karen Schmidt from Let’s Grow! describes herself as a workplace gardener who is on a mission to grow managers into engaging leaders.</p> <p>The seeds for her role as a speaker, workshop leader and facilitator were planted early in her career when she encountered disengaging managers and colleagues who were performing below their capabilities. In order to help people to not just survive but thrive at work, she made it her goal to grow herself into an employee engagement expert. Along the way she experienced the workplace from the point of view of a staff member, manager, recruiter, contractor and consultant working in organizations of all shapes and sizes.</p> <p>To add to her 20 plus years of practical experience she has formal qualifications in Human Resource Management and Adult Education and is the author of two books “Keep’em keen: a guide for managers on engaging people of all ages and career stages” and “How to feel F.R.E.S.H. at work every day!”.</p>

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