



# PROPERTY COUNCIL'S WOMEN IN LEADERSHIP

Mentoring Program 2019  
Mentee information



# The Property Council of Australia is excited to introduce the sixth annual Women in Property Leadership Mentoring Program for 2019.

The goal of this structured and interactive program is to help promote and develop women for senior leadership roles in the property industry. The program facilitates a mentoring relationship between professional women in middle to senior management with senior leaders (men and women), who have a passion and genuine interest in shifting the culture within their organisation and the industry.

## WHY SHOULD YOU PARTICIPATE?

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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 thinking preferences)
- 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 strategies for doing so effectively
- Build your resilience
- Gain insights into the leadership journey of successful executives in the industry.

## WHO ARE OUR PARTICIPANTS?

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

Mentees on the program are women in middle to senior management, who are supported and sponsored by their organisations in recognition of their talent and leadership potential.

“Through my participation on the program I have overcome ‘going with the flow’ in relation to my career development. I am now approaching my career strategically.”

—2018 MENTEE



“The program has encouraged me to think about my career objectives, develop my leadership skills and pushed me outside my comfort zone.”  
—2018 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 these resources through informal relationships within or outside their organisations. 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.

## WHAT WE KNOW ABOUT WOMEN IN THE PROPERTY INDUSTRY

Women remain underrepresented in leadership, comprising only 28% of leadership positions versus 52% in non-leadership roles. Research by the Property Council of Australia and EY finds that both men and women believe a lack of diversity in senior leadership is a key deterrent.

### 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.

## MENTEE TIME COMMITMENT

This structured and interactive program includes six facilitated workshops between March and September. 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

SYDNEY	TIME	PHASE/EVENT
12th Nov	—	<b>Launch of the Application Process</b> Online program information available and application process commences.
14th Dec	—	<b>Applications Due</b> Mentee applications to be submitted to Serendis and approved by organisation.
Dec–Mar 2019	—	<b>Matching Process</b> Serendis processes application forms, conducts interviews and HBDI surveys, determines optimal matching of mentees and mentors.
Thu 7th Mar	9am–4pm	<b>Mentee Initial Workshop</b> A leadership development program to provide impactful content for the mentoring conversations.
Thu 14th Mar	5–6.30pm	<b>Mentoring Program Launch</b> First introduction between mentees and mentors followed by panel discussion on successful mentoring
Tue 30th Apr	12–2pm	<b>Signature Strengths Workshop</b> A lunch time workshop for both mentors and mentees designed to help mentees identify their individual signature strengths
Tue 4th Jun	11am–1.30pm	<b>Joint Mentee and Mentor Mid-point Lunch</b> An opportunity for mentees and mentors to share feedback and insights from their mentoring experience. Introduction of resilience framework.
Thu 1st Aug	12–2pm	<b>Panel Discussion (Mentee only event)</b> A panel of senior mentors will answer mentees' questions and share insights about their careers over an informal lunch.
Thu 5th Sep	5–6.30pm	<b>Grand Finale</b> Close of the 2019 mentoring program. Cocktail and keynote speaker.

**Cost** \$6,800 + GST per mentee

**For more information about this program please contact**

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