



# PROPERTY COUNCIL'S WOMEN IN LEADERSHIP

Mentoring Program 2019  
Mentor information



# The Property Council of Australia is excited to introduce the sixth annual Women in 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.

## LEADERSHIP IN PROPERTY

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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. The Property Male Champions of Change, comprising CEOs & Directors across 21 companies, have made a public commitment to achieve gender diversity in the property industry by taking action.

These include:

- Strengthening personal leadership on gender equality;
- Sponsoring women to succeed; and
- Building an inclusive culture and 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

“I have found the program extremely valuable and challenging. The program is really adding value not only to women in property, but to conversations and thinking on diversity in general.”

—2018 MENTOR



“It was a great privilege to be involved. I’m sure I learnt as much from my mentee as she did from me.”  
—2018 MENTOR

## WHY THIS PROGRAM?

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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

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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.

With guidance 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

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Establishing the most successful pairing of mentor and mentee is key to the success of the program. The matching process is rigorous and draws upon extensive information and psychometric data, gathered from both 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.

## TIME COMMITMENT

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This structured and interactive program includes four facilitated group sessions and two cocktail events between March and September. 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.

The program entails:

- Four workshops (one introductory briefing and three lunchtime sessions)
- Two group events (two cocktail functions)
- Six to eight personal sessions with your mentee (at your convenience).

Full program schedule overleaf.

# Full Program Details

DATE	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 and Mentor 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 14 Mar	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
Thu 28th Mar	12.30–2pm	<b>Advanced Mentoring Workshop (Optional Mentor Workshop)</b> A lunch time workshop for both mentors and mentees designed to help mentees identify their individual signature strengths
Tue 30th Apr	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
Tue 4th Jun	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.
Thu 5th Sep	5–6.30pm	<b>Grand Finale</b> Close of the 2019 mentoring program. Cocktail and keynote speaker.

**Mentors participate free of charge**

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

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