

INCLUSIVE LEADERSHIP MENTORING PROGRAM



A cross-industry leadership and mentoring program to enhance a culture of inclusion across the sector.

This initiative aims to support a diversity of talented, aspiring leaders (mentees) to progress their career while enhancing the inclusive leadership capabilities of all participants (mentees and mentors).

“Great program. It really opened up new perspectives and ways of thinking for my mentee and myself as a mentor.”
—MENTOR, 2019

“My mentor was wonderful! I am now recognising my strengths, speaking up more, being myself and more authentic.”
—MENTEE, 2019

ABOUT THE PROGRAM

We know that successful leadership in the future will need to be collaborative and inclusive to forge innovation and solve new, more challenging problems. While the term inclusion is widely used across corporate Australia, leaders are often unclear about how it drives outcomes or what it really requires. This program will provide participants 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.

This year for the first time, both men and women will be invited to participate as mentees. Given the original intent of the program to increase the female leadership pipeline, we will continue to expect a strong representation of female mentees as well as providing a broader representation of emerging leaders the opportunity to develop inclusive leadership skills and experience the benefit of this impactful program.

PROVEN RESULTS FOR MENTEES AND MENTORS

Our research shows dramatic results for both emerging leaders (Mentees) and senior executives (Mentors).

For Mentees the program is statistically proven to:

- Increase clarity of career pathway
- Increase inclusive leadership skills
- Increase networking skills
- Build confidence
- Improve ability to influence stakeholders

Mentors report:

- Increased mentoring skills
- Improved leadership skills
- Greater understanding of the challenges facing underrepresented groups aspiring to leadership

A BROADER PERSPECTIVE = MORE OPPORTUNITY

CROSS-INDUSTRY PROGRAM

The Inclusive Leadership Mentoring Program connects mentees with mentors from different organisations within the property industry. This diversity provides a unique opportunity for hearing different perspectives and enhances positive connections across functions and organisations within the sector.

THOROUGH MATCHING PROCESS

The process for matching mentees with mentors across different organisations is rigorous and draws upon extensive information gathered from the participants. For example, understanding the career goals of each mentee, their objectives for the program, and their thinking style, are all critical to the success. Equally important is understanding the professional experiences of each mentor as well as their leadership and thinking styles.

SKILLS IN INCLUSIVE LEADERSHIP

The Program aims to:

- Support a diversity of talented individuals to develop their readiness for senior leadership roles; and
- Enhance inclusive leadership capabilities of current leaders

This is achieved by specifically providing skills training that helps mentees navigate this environment while progressing their career to the next stage. Just as importantly, the structured framework helps mentors understand how to positively shift the culture of leadership and provides them with insights and skills which they can bring back to their own organisations to ensure a diversity of talent is sponsored into leadership roles.

FULLY SUPPORTED

Participants are supported throughout the program by experienced executive coaches and are provided with data to drive their personal goals. Each person will have the opportunity to self-assess their Inclusive Leadership capability using our valid and reliable Inclusion360 tool. This assessment helps participants to target specific behaviours that are critical to successful leadership. They will also gain insight into their thinking preferences through taking the HBDI, providing insight into their decision making, problem solving and communication approach.

Our programs are also supported by our exclusive MentorKey online coaching platform. Every participant has access to modules to prepare them to get the most out of each conversation with their mentor or mentee. Through targeted activities and questioning MentorKey assists in creating an individualised and fully supported experience.

“My mentor was very engaged and really challenged me and my assumption about myself. I unearthed skills which I believe I didn’t have. My mentor helped me to challenge my self-doubt and improve my confidence!”

—MENTEE, 2019

KEY DATES 2020

DATE/TIME	ACTIVITY		MENTOR	MENTEE
9am – 4pm Tue 3 Mar	Mentee Initial Workshop	An introductory career and leadership development workshop to provide content for mentoring conversations.		✓
3-5pm Thu 12 Mar	Mentor Initial Workshop	An introductory workshop to provide mentors with tools in mentoring and strategies to support their mentees in this program.	✓	
5-6.30pm Thu 12 Mar	Program Launch	An evening cocktail event to celebrate the kick-off of the program. Former mentees and mentors will speak about their experiences.	✓	✓
12.30-2pm Thu 26 Mar	Advanced Mentoring Skills	A lunchtime workshop to offer Mentors an opportunity to deepen their mentoring and coaching techniques.	✓	
12-2pm Thu 30 Apr	Joint Signature Strengths Workshop	A workshop designed to help mentees and mentors identify their individual signature strengths.	✓	✓
11am – 2.30pm* Thu 18 Jun	Joint Mid-Point Workshop	An opportunity for mentees and mentors to share feedback and insights from their mentoring experience halfway through the program.	✓	✓
12.30-2pm Mon 3 Aug	Inclusion360 Debrief	Optional debrief session for participants who choose to undertake the 360 degree element of the Inclusion360 survey.	✓	✓
12-2pm Wed 19 Aug	Panel Discussion	A panel of select mentors will answer mentee questions and share insights about their careers.		✓
5-6.30pm Thu 10 Sep	Grand Finale Cocktail Event	Close of the 2020 mentoring program. Cocktail and keynote speaker.	✓	✓

Cost per mentee: \$6,800 (incl. GST)

For more information about this program please contact

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* Mentees and Mentors will not be required to attend the entire workshop. More details will follow.

** Please note that all workshop dates and times are subject to change and will be confirmed in advance of each session.