

FITT's Mentoring Program

Why does FITT provide a mentoring program?

One of FITT's objectives is to help women in ICT reach their full potential. We offer our members a structured, proven mentoring program to achieve this.

The FITT mentoring program has achieved phenomenal success and feedback due to the time, effort and expertise we put into the matching process to ensure the best possible match between mentors and mentees.

What is expected?

Mentors:

- Must meet the minimum eligibility requirement (minimum 5 years ICT experience or 5 years experience within a given career path)
- Submit a completed Application Form by the due deadline (see FITT website for closing date)
- Commit to assisting a FITT member achieve their goals
- Need to be able and prepared to share knowledge and experience with their mentee
- Commit to a minimum of a six month mentoring relationship (via mentoring contract), including a monthly one on one meeting
- Must commit to attend four compulsory workshops – see FITT website for details
- There is no cost to mentors to participate in the program and training will be provided

Mentees:

- Commit to a minimum of a six month mentoring relationship (via mentoring contract), including monthly one on one meetings and undertake agreed actions
- Submit a completed Application Form by due deadline (see FITT website for closing date)
- If you are accepted into the program, pay the cost of the program which includes a place at the Self Development Workshop (see FITT website for costs)

- This program offers fabulous value for Mentees at \$525, due a subsidy from FITT
- Other mentoring programs range between \$590 and \$1450
- You MUST commit to attend four compulsory workshops – see FITT website for details
- Be prepared to travel to meet Mentor for sessions
- Take ownership of arranging meetings, time and location, ensuring your mentors expectations are met
- Be prepared and open to receiving insight and feedback about yourself

Want to know more?

If you want to know more, you can participate in a webinar, an online discussion with the facilitators and organisers of the program – see www.fitt.org.au/mentoring.html for details.

Get involved

If you want to participate as a mentor or a mentee or know someone who does, contact us by email to mentoring@fitt.org.au. Full details of the program are available at www.fitt.org.au/mentoring.html.

Females in Information Technology & Telecommunications



FITT is a special interest group of AIIA

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Mentoring

What is mentoring?

Mentoring is a process where an experienced person provides advice, support, and encouragement to a less experienced person. It involves the development of a protected, non-judgmental relationship, which facilitates a wide range of learning, experimentation, and personal development.

What is a mentor?

A mentor is an independent trusted adviser who, through guidance and example, actively supports and guides others (called mentees) to develop their knowledge, skills and experience-base in the achievement of career or personal goals.

Mentors help mentees help themselves. Their primary purpose is to help mentees discover answers to their own questions by providing pathways, insights and resources to further knowledge and understanding.

How does mentoring help a mentee?

A mentor can help their mentees gain confidence and quicken their learning curve, if they are new to a role or recently promoted or facing a skills challenge. A mentor can help by being a confidential, impartial sounding board.

Mentors can model and role play new skills and behaviours to assist learning. They can help realistically assess strengths and weaknesses or identify possible opportunities and alternative pathways.

Mentors can also help their mentees consider where they are going with their career and reaching their potential. They may also introduce their mentees to people in their network, leading to new business opportunities and relationships.

How does mentoring help business?

Mentoring is a key strategy for transferring wisdom and growing talent in every area of the business, providing a solid foundation for future growth.



Some of the typical things a mentor can assist with are:

Understanding a career path	Changing careers
Effective communication	Giving presentations
Managing projects	Team building
Managing time	Balancing work/life priorities
Managing conflict	Managing people
Understanding sales	Negotiating
Motivating people	Developing influencing skills
Strategic skills	Business planning
Business Writing	Developing technical skills
Understanding marketing	Managing clients/customers

Kate Fleming, from the 2007 FITT Mentoring Program, told us:

"The mentoring relationship was a safe relationship in which to ask questions, explore ideas and gain information.

The Self Development day was mind blowing. It's given me a way to look beyond my current role and view to a career path. It's given me something to engage my own management about my career path within my organisation.

And, I gained a great deal of confidence along the way."

Benefits

Benefits for mentors:

- Gaining a sense of satisfaction, seeing your mentees grow and develop
- Articulating and sharing valued technical and professional skills, knowledge and understanding (often improving own understanding)
- Building key skills in providing effective feedback and basic coaching skills (useful for leadership positions)
- Building interpersonal skills and collaborative problem solving skills
- Identifying areas for your own development
- Learning about other organisation's cultures
- Networking with peers, developing greater self awareness and gaining a broader perspective

Benefits for mentees:

- Developing technical and professional skills, knowledge and understanding
- Developing self-esteem, self-confidence, self-reliance and questioning assumptions
- Gaining better insight into work situations such as organisational politics
- Greater understanding of career options and paths
- Gaining valuable feedback and broader perspectives
- Gaining a support system, a trusted advisor and having an independent sounding board

Benefits for business:

- Retaining and growing your key talent within a highly cost effective program
- Supporting your diversity, leadership and learning and development programs
- Gaining more productive knowledgeable, engaged and confident employees