



TURN THE TIDE MENTORSHIP PROGRAM



QUESTION

What is mentoring?

ANSWER

Mentoring is a planned pairing of a more experienced person with a lesser skilled individual for the purpose of achieving mutually agreed outcomes. It is a partnership in which both individuals share in a growth process and the personal development of one another through an exchange of knowledge, skills and experience.



Australian Government

Department of the Prime Minister and Cabinet



affectus
Transforming Leaders. Shaping Futures



QUESTION

What are the benefits of mentoring for the mentee?

ANSWER

There are an infinite number of benefits so obvious and some not so, here are some commonly observed benefits to mentees :-

- Acquisition of new technical, interpersonal or management skills
- Professional development
- Increased personal confidence
- Key information on the culture and inner workings of the community
- Development of a relationship with a person who can be a role model and sounding board to give feedback on ideas and plans
- Development of new contacts and networks
- Exposure to new ideas, technologies and perspectives
- Increased performance



QUESTION

What are the benefits of mentoring for the mentor?

ANSWER

It is important to highlight that mentoring is as beneficial for the mentor as the mentee with significant benefits including (but not limited to) :-

- Personal satisfaction from fostering the professional development of a mentee
- The gratification of passing a legacy to the next generation of individuals and/or organisations
- Development of new professional contacts
- Exposure to new ideas, technologies, perspectives through interaction with mentees
- Strengthen lessons you've already learned
- Improvement of mentoring skills
- Enhanced reputation
- Sense of accomplishment
- Personal growth
- Increased knowledge and experiences
- Broadened perspective
- Job enrichment



QUESTION

Am I qualified enough to be a mentor?

ANSWER

If you answer yes to these 2 questions then you are absolutely qualified :-

- Are you a good communicator and listener?
- Can you ask thought provoking and strategic questions?

It is a common misperception that mentors need to have all the answers. As a mentor it is important to have the ability to instil confidence and motivate people by providing effective feedback and asking insightful questions.

QUESTION

What skills do I need to be part of a mentoring pair?

ANSWER

- Be eager to learn and open to new ideas
- Be a good communicator and listener Be
- committed and trustworthy
- Be respectful and non-judgmental



QUESTION

What is the time commitment for this program?

ANSWER

There are two formal workshops one on the 5th March 2024 and the second on the 5th November 2024.

Every 2 months there will be drop in sessions online for participants to ask questions or brainstorm with the Affectus team.

Every alternate month interesting and relevant material will be provided to participants to help enhance their mentoring partnership.

We recommend that mentoring meetings take place at a minimum of once a month and each meeting is no longer than 1 hour. This, however, is ultimately for the pair to decide and commit to at the commencement of the mentor partnership.



QUESTION

Where do we meet?

ANSWER

This is up to the pair to decide and commit to. Ultimately this will depend on proximity to your mentor/mentee. Meetings can be in person or online, whatever is most convenient for the pair.

QUESTION

How do I apply to be a mentor or mentee?

ANSWER

[Click below and it will take you to the program application form on the WISA website click here.](#)
[Complete the form to apply for the program.](#)



QUESTION

How do I select a mentor?

ANSWER

Research has shown that the most successful mentoring partnerships evolve when the mentee is part of the selection process.

For the Turn the Tide mentoring program, once applications have been received, individuals who have nominated as a mentor will be collated and individual bios developed. Bios will be made available to applicants who will get the opportunity to select 2 preferred mentors for the program.

The Affectus team will then make the final pairings based on the information received from all mentees. The mentees will be notified of their mentor and will then make first contact with their mentor to start the process.

DIDNT COVER SOMETHING?

Please send your questions to the T3 team via communications@womeninseafood.org.au

