

2021 QRC/WIMARQ



MENTORING PROGRAM

For women in the resources sector



METISPHERE
Organisational Psychology

ABOUT THE PROGRAM

The aim of the QRC/WIMARQ Mentoring Program is to provide a structured, sustainable mentoring process that supports mentees through career guidance and direction by sharing mentor/mentee experiences, developing goals and forging exceptional mentoring relationships beyond the program's duration.

The QRC/WIMARQ Mentoring Program is the first of its kind in Queensland and was created in response to identified demand for formal mentoring for women working in Queensland's minerals and energy sectors, and as a way to improve retention and progression of women in these sectors.

THE STATISTICS

- More than 350 mentees over eight programs.
- Age range: majority 25-34 years old.
- Roles: mostly operational site-based roles in predominantly mining engineering followed by geology, environmental science, HSE, training and community relations.
- Major career challenges: Lack of career support for women in management, work/life balance, lack of career direction, career progression, leadership, influencing, self-confidence and small team/big workload.

LONGITUDINAL STUDY 2014-2018

- 80 percent of participants say they've utilised the lessons learned from their mentors.
- 44 percent still meet regularly with their mentor (this is not expected as part of the program).
- 80 percent of mentees said they expanded their network as a result of the program.
- 96 percent said the program had a positive impact on their career.
- 52 percent directly linked a promotion to their participation in the program.

- 60 percent of mentors said that participating in the program provided them with valuable insights that enhanced their role as a leader.
- 92 percent of participants have recommended the program to a friend or a colleague.

PROGRAM FEEDBACK IN 2019

- 92 percent of survey respondents would recommend this program to a friend or colleague.
- 92 percent of survey respondents either agreed or strongly agreed that they had a quality relationship with their mentor/mentee
- 92 of survey respondents had five mentoring sessions throughout the program
- 88 of respondent mentors felt that they got something from the process too
- 78 of survey respondents felt that they had made positive networks as part of the program

WHAT THEY SAID

- "I gained extremely helpful advice and absolutely generous support from my mentor. When I look back, I will see this experience as a career defining one.
- "I am thrilled to have been welcomed into this network as a mentor, and have found it very rewarding to help individuals grow into their best selves.
- "I had an awesome mentor who was very motivated and committed in providing the best advice.
- "This program has re-ignited my passion for the industry, and showed me the amazing women that are doing amazing work in the mining and resources sector. I feel so much more confident in myself now and aware of the skills and techniques I can use to improve my business acumen. This program has been life changing



PROGRAM DETAILS FOR 2021

- 40-60 mentee places available
- Mentee applications open (5 March 2021)
- Launch (June 2021)
- Midway (August/September 2021)
- Finale (November 2021)
- Mentees may request a male or female mentor.

BENEFITS FOR MENTEES

- Career guidance and support from a female or male leader in the sector.
- Comprehensive training provided to all participants and on-going educational correspondence.
- The opportunity to meet all mentors.
- Development of career goals with an experienced professional outside of the mentee's workplace.
- A friend to share work experiences.
- Being part of a unique, tailored and extraordinary program for remotely-based and city based women working
- in the minerals and energy sectors in Queensland.

MENTOR RESPONSIBILITIES AND BENEFITS

- Complete an online mentor application that aims to identify your strengths, areas of expertise and industry experience.
- Attend a mandatory three hour training session on in June 2021 for insights into building a successful mentoring partnership.
- Attend the mandatory QRC/WIMARO Mentoring Program launch event, which is coordinated as part of your training session in June 2021. It will be mentors' first opportunity to meet mentees face-to-face.
- Provide professional support, career guidance and industry advice to a female mentee on a 3-4 week basis for the duration of the program (June - November). Approximate time commitment is 12 hours.
- The opportunity to provide guidance, support and leadership to the state's future mining leaders.
- Exceptional networking and business development opportunities.
- Opportunity to 'give back' to the resources sector in a productive and unique way.

WHO WE ARE



QUEENSLAND RESOURCES COUNCIL

Queensland Resources Council (QRC) is a not-for-profit peak industry association representing the commercial developers of Queensland's minerals and energy resources.

QRC works to secure an environment conducive to the long-term sustainability of minerals and energy sector industries in Queensland.



METISPHERE
Organisational Psychology

Metisphere is a management consulting firm, which is best known for developing world-first mentoring programs for women in mining and construction, encouraging diversity in the sectors. It is led by its founder and managing director Dr Ali Burston.



WOMEN IN MINING & RESOURCES QLD

WIMARQ is a group of volunteers who organise opportunities for the mentoring, support and encouragement to women who are working in, studying for or taking a break from the minerals and energy sectors. WIMARQ recognises companies and individuals who champion gender diversity and make available information to inform our members about gender diversity issues, strategies and statistics through the annual Resources Awards for Women. Women and men from all sections of the sector are warmly welcomed to attend our events, which are held in Brisbane and regional locations. Check out our Facebook and LinkedIn groups to keep up to date. If you're interested in hosting a WIMARQ event or getting a group going in your area, please contact us for assistance. Women in Mining and Resources Queensland (WIMARQ) is a reference group to the Queensland Resources Council.



METISPHERE
Organisational Psychology

