
IWRMP PROGRAMME 2019 – MENTOR INFORMATION PACK



IWRMP IS RUN BY INTERNATIONAL WOMEN IN MINING ('IWIM')



- The fastest growing network for women in the mining industry.
- Only international WIM group.
- 10,000+ members in over 100 countries.
- Supporting 50+ WiM groups worldwide.
- Global projects and initiatives.
- Team of volunteers based from Vancouver to Sydney.
- internationalwim.org

IWiM

INTERNATIONAL WOMEN IN RESOURCES MENTORSHIP PROGRAMME ('IWRMP')



- 6-months structured mentoring programme.
- Highly-structured and results-orientated.
- Strong focus on leadership.
- Mentors are senior mining professionals.
- International nature of the programme.
- Mentees are matched manually – no algorithms.
- www.iwrmp.com

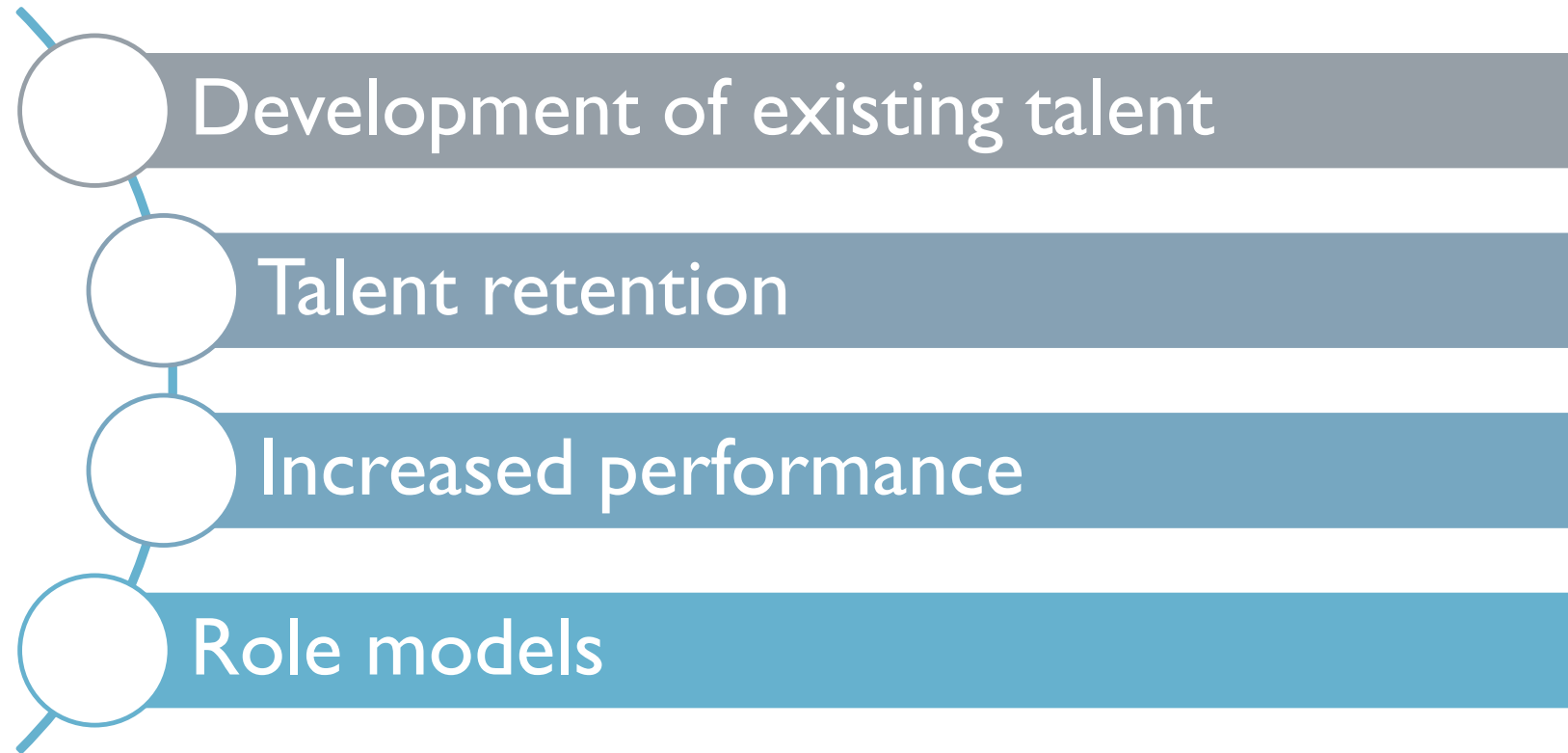
IWRMP MISSION STATEMENT

Empower women working in mining to navigate industry challenges and progress their careers, offering them the confidence to achieve as well as leadership to make their mark in the industry.

IWRMP AIM

- Empower women
- Promote women's careers in mining
- A more inclusive & diverse sector

IWRMP REASONING



SUCCESES OF THE IWRMP 2018

- 42 exceptional females from resources companies in Australia, Canada, Chile, Congo, Ghana, Guyana, Mexico, Mongolia, Namibia, South Africa, Spain, Tanzania, UK, USA, Zambia and Zimbabwe were inducted into the mentoring programme.
- Mentees work in a variety of occupations such as mining engineer, dump truck operator and exploration geologist from junior to senior mid-career level.
- Our 42 mentors are influential senior leaders sourced from around the world having a strong value, or desire, to see women succeed in the resources industry.

CURRENT PARTNERS



European Bank
for Reconstruction and Development



IWRMP 2019

We will continue with the successful framework launched in 2018. This includes:

- 100 mentee positions available to women working in resources in a variety of disciplines.
- 6-month duration: from February to August 2019.
- Launch at Mining Indaba, Cape Town South Africa, on the 3rd of February 2019.
- There will be two official events: Launch (start) and Celebration (end).

IWRMP MENTOR RESPONSIBILITIES AND TIME COMMITMENTS

Time: Mentors will be required to provide professional support, career guidance and industry advice to a female mentee for an hour or so every three to four weeks for the 6 month duration of the program.

Training: Mentors need to attend (either in person or online) a mentor training session and launch event at the Investing in Africa Mining Indaba on 3rd February 2019.

Structure: Mentors will follow a structured framework and are offered coaching and professional support to ensure they are equipped with the tools for a successful program.

IWRMP MENTOR REQUIREMENTS & TIME COMMITMENT

In addition, mentors must have:

- Excellent (>10 years) mining and/or oil/gas experience in any discipline including areas such as engineering, environmental science and geology where the experience is directly resources related.
- A fundamental value, or desire to see women succeed in the sector.
- A desire to give back to the industry – that is, a ‘pay it back’ mindset.

The approximate time commitment is 12 hours over the course of the programme (February – August 2019).

You can apply [here](#) to be a mentor in the IWRMP 2019. Please note, mentors are invite-only.

IWRMP PROJECT DELIVERY PARTNER - METISPHERE

- Metisphere is an organisational development consultancy providing specialised organisational psychology services to clients seeking improvement in their workplace practices and their people.
- In 2011, creation of the Women in Mining Mentoring Program now run in three Australian states. 900 female mentees have gone through the programme; the Western Australia programme has a 95% approval rating.
- Metisphere's Founder, Dr Ali Burston is a leadership consultant and AHPRA Endorsed Organisational Psychologist.



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