



INTERNATIONAL

WOMEN IN RESOURCES MENTORSHIP PROGRAMME

INNOVATE . EMPOWER . IGNITE . LEAD

WHAT IS THE IWRMP MENTORING PROGRAMME?

The objective of the International Women in Resources Mentorship Programme (IWRMP) is to provide our participants or mentees in the resource industry, with a much sought-after opportunity to connect with more experienced individuals or mentors, who are in a position to empower and promote them from a professional and personal development perspective. Participants have the opportunity to work directly with successful senior members of the industry.

The programme will launch in March 2018 at the PDAC International Convention, Trade Show and Investors Exchange, Toronto, Canada.

THE IWRMP MENTORING PROGRAMME

The first IWRMP pilot Mentorship programme will be for 50 women working in the global resources sector.

IWRMP will strategically align mentors with mentees, and provide a structured format which will provide the highest level of support, regular engagement milestones throughout the programme.

The format will provide tailored training and guidance to both mentors and mentees and ensure the time commitment is appropriately spent on direct interface with mentees in face-to-face sessions, networking event and webinars.

The pilot IWRMP Mentorship Programme will cost \$1650 USD per mentee.

Mentors are not charged for the programme.

Details of the programme can be found on our website – www.IWRMP.com

IWRMP MENTORING PROGRAMME DELIVERABLES

The IWRMP Mentorship Programme will have a structured framework with clear guidelines to manage expectations, time commitment and programme outcomes.

Mentors and mentees will be expertly matched by Industrial/Organisational Psychologists based on expertise and qualities of participants.

Tailored programmes will include bespoke three-hour training sessions, soft skills training to both mentors and mentees, and empower mentees to navigate individual challenges and successes they face in their workplace and industry.

Work modules will include the following:

- The provision for 20 hours of online consulting/coaching for both mentors and mentees.
- The provision for monthly correspondence between mentor/mentee to maintain expectations and engagement in the programme.
- The provision of monthly mentee webinar workshops for mentees to share experiences and stories and to provide feedback.

In the conclusion phase, all participants will be required to complete an evaluation survey.

Data analysis and presentation for feedback will be provided at a final Celebration Event to be held in September 2018.

WHY BECOME A MENTOR?

This is your opportunity to give back to your industry.

When you become a mentor for the first time, you rarely appreciate the immense sense of personal achievement and satisfaction that you can get from supporting another human being in your industry. You have often acted out of a sense of altruism and may not have thought about what's in it for you, but become a mentor and you too will benefit.

As mentor you may:

- Gain the opportunity to reflect on your own development;
- Develop key skills such as listening, questioning, facilitation, empathizing and rapport building;
- Develop your own confidence and self-esteem from providing support to a mentee;
- Feel more involved and that you are giving something back to the resource industry;
- Extend your own people development experience and awareness; and,
- Individual recognition as a leader for innovation within the resource sector.

Whether it is a passion for the big picture, strategic, technical or operational innovation, our chosen mentors will be promoted internationally and endorsed by as true supporters of innovation.

Whilst participants are predominantly there to learn from you, this is your opportunity to become part of an innovative community, learning and collaborating with international resource sector.

WHY SIGN UP TO BE A MENTEE?

There are a number of benefits that accrue as a result of being a mentee in a mentoring relationship, which include:

Learning new things about yourself: The self-reflection that can result from a mentoring relationship can be a powerful growth experience and provide you with new insights about yourself and develop higher self-esteem.

Build personal strengths: Work through organizational topics such as conflict resolution, workplace politics and a changing workforce.

As a result of these opportunities for growth, mentees

will receive numerous personal and professional benefits, including: greater job satisfaction, lower levels of work stress, increased technical and behavioural competence and increased confidence.

Making more of your strengths and exploiting your hidden talents: A mentor will propel you to do more with your strengths, and help you discover and exploit hidden talents.

Career satisfaction: Develop strategic career planning techniques and the facilitation of career goal achievements. Mentors may assist mentees in developing the strategic thinking, commercial awareness and financial knowledge necessary for senior managerial or executive board roles.

Expanding your personal network: Learn about self-promotion and capitalise on a mentor's networks

A source of referrals: Your mentor may refer you to other mentors once s/he has a better understanding of your needs, abilities, and goals.

A mentor can provide empathy and practical strategies to address career issues and enhance an individual's ability to adapt and cope with the unique challenges posed by the mining industry.



VISION STATEMENT:

The IWRMP will empower and promote women working in resources to navigate industry challenges and progress their careers offering the confidence for achievement and leadership to make their mark in the industry.