

# International Women in Resources Mentoring Programme 2020

IWiM



METISPHERE

Organisational Psychology



# About IWRMP



We empower & promote women to navigate industry challenges & progress their careers offering the confidence for achievement and leadership to make their mark in the industry.

We provide a structured format which provides support & regular engagement throughout. This includes tailored training & guidance to both mentors & mentees with clear guidelines on expectations, time commitment & programme outcomes.

IWRMP pairs mentors with mentees, ideally from a different country.

Our approach includes a comprehensive matching process conducted by AHPRA Endorsed Organisational Psychologists Metisphere. Mentors and mentees will be matched based on aspirations, expertise and qualities of mentors and mentees.

The programme is managed and run by International Women in Mining (IWIM).

# What is included

## Existing

- Manual professional matching
- 3-hour Training
- Training manual
- Access to dashboard
- 5 webinars
- Mentee/mentor sessions every 3-4 week
- Mid-programme report
- Survey & final report
- 2 networking events
- Regular communication throughout

## Additional for IWRMP 2020

- Facilitated Mentor/mentee introduction
- Themed webinars & more thought leadership
- Added career skills workshop on training day
- More vetting of mentees & mentors
- More personalised reports for sponsors
- 3-year sponsorship option
- Alumni network
- Improve timing of monthly webinars
- Introduction of mentee cohort ahead of training
- Finale event also attached to an international conference
- Increase ♂ male mentor pool to achieve 50-50 gender representation

# Company

## Benefits

- Outsourced mentoring programme run by IWIM
- Positive addition to your employee value proposition for ♀ employees as mentees & for all employees as mentors
- Show long-term commitment to diversity by being part of the solution
- Offer development opportunities to senior leaders (♂ & ♀) as mentors
- Offer independent & cross-company exposure to High Potential / ♀ in key roles
- Opportunity to further use trained mentors internally
- Supports ♀ to take more ownership of their own careers
- 3-year cycle option for long-term financial & people planning
- International reach with an emphasis on emerging markets
- Multilingual mentors available
- Reviewed annually to ensure continuous improvement
- Sponsor's mentees get a guaranteed space on the programme

## Operationalising the programme

- To be included in annual personal development process
- Included in employee value proposition
- Intranet item or advertised through line management
- Offered to HiPo / individuals in key roles in need of guidance

## Fees

- USD\$3k per mentee
- Flexibility:
  - Determine the numbers of company participants
  - Choose between various levels of sponsorship
  - Decide on a period of commitment
- Sponsorship includes branding on IWIM website, at events & in brochures

## Commitment

- Identification of participants (including key company contact)
- Support to travel to opening/closing events (time & funding the travel)
- Internal promotion of campaign

# Mentees

- Global opportunities to connect & network
- Role models from different cultures, disciplines and companies
- Access to individuals in senior roles for guidance, advice & inspiration
- Training provided
- High-quality matching with organisational psychologist
- Access to mentee alumni network
- Mentor/mentee introduction
- Facilitated programme
- Multilingual mentors available
- All training, webinars & resources available online

**We guarantee to find each mentee a mentor**

## Commitment

- Opening ceremony / formal introduction (travel)
- Training / overview of programme (1/2 day)
- Career Skills workshop (same day as training ½ day)
- Goal setting
- Calls / contact with mentor every 3-4 weeks
- Mid-programme and final report
- Evaluation survey
- Closing ceremony (travel)
- Internal check ins

## Benefits

- Positive personal development opportunity
- Opportunity to share challenges
- Matched with individuals further progressed in their career
- Learning & networking opportunities from webinars & events
- Develop international network of contacts

# Mentors

- High-quality matching by organisational psychologist
- Training provided
- Mentor/mentee formal introduction
- Facilitated programme
- Provision of speaking opportunities
- Opportunity to participate in more than one programme
- Multilingual participants
- All training, webinars & resources available online

**We don't guarantee a match for mentors**

## Commitment

- Opening ceremony / formal introduction (travel)
- Training (1/2 day)
- Monthly calls / contact
- Closing ceremony (travel)
- Assess programme & Testimonial

## Benefits

- Positive personal development opportunity
- Exposure to challenges ♀ at varying stages in their career face
- Exposure to challenges in different geographies
- Opportunity to provide inspiration & thought leadership

# Sponsorship Categories

## Platinum, US\$30,000

### Programme Benefits

- 5 mentees on the programme
- Can add 10 mentors in mentor pool
- Your fees fund 1 scholarship place\*
- Introduction to scholar you sponsor (NEW)
- 6 sponsor representatives invited to each networking event
- Speak at 1 webinar or at training day workshop
- Personalised mentee participation report (NEW), *excludes scholars*

### Branding

- Large logo on project website
- Sponsor's logo on training manual & certificates
- Large logo on IWRMP roll up banner
- Sponsor's logo on event invite
- You can bring a banner to both launch & closing event
- Mention on social media throughout

\* We receive more applications than we have places. You can select scholar(s) from a pool of candidates based on your needs, targets & geographies – connect to people you may not normally connect to via recruitment campaigns (optional). Platinum sponsors have priority (NEW)

## Gold, US\$15,000

### Programme Benefits

- 3 mentees on the programme
- Can add 5 mentors in mentor pool
- 4 sponsor representatives invited to each networking event
- Personalised mentee participation report (new), *excludes scholars*

### Branding

- Medium-sized logo on project website
- Sponsor's logo on training manual & certificates
- Medium-sized logo on IWRMP roll up banner
- Sponsor's logo on event invite
- Mention on social media

# Sponsorship Categories



## Silver, US\$6,500

### Programme Benefits

- 1 mentee on the programme
- Can add 3 mentors in mentor pool
- 2 sponsor representatives invited to each networking event
- Personalised mentee participation report (new)

### Branding

- Small logo on project website
- Sponsor's logo on training manual & certificates
- Small logo on IWRMP roll up banner
- Mention on event invite
- Mention on social media

## General

**Additional mentees can be bolted on**

**Companies can select to pay individual mentee fees and forego the branding**

**Individual mentee fees: US\$3,000**

**Payment Plans available for women who want to self-fund**

**Sponsors can fund scholars & select from pool based on needs, targets & geographies – platinum gets priority**

**3-year sponsorship option available**

## Contact

For sponsorship enquiries, logistics and mentees  
Barbara Dischinger, [barbara@internationalwim.org](mailto:barbara@internationalwim.org),

For mentors registration and matching enquiries  
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