



The International Women in Resources Mentorship Programme 2018

Evaluation Survey Feedback Presentation

21st September 2018

Dr Ali Burston, Programme Director, Metisphere





IWRMP programme aims

Founded this year, the objective of the International Women in Resources Mentorship Programme (‘IWRMP’) is to **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.**

The IWRMP aims to enhance the career prospects of women working in the international resources industry by developing productive mentoring partnerships to assist in **creating a more diverse and gender progressive industry.**

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Our programme sponsors and partners



AGNICO EAGLE





We achieved a lot in our inaugural year...

100%

of mentors felt that they 'got something from the process' too

94%

of survey respondents either Agreed or Strongly Agreed that they had a **quality relationship** with their mentor/mentee

90%

of survey respondents either Agreed or Strongly Agreed that they were **matched well** mentor/mentee

90%

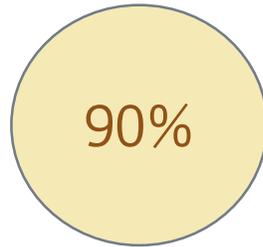
of survey respondents either Agreed or Strongly Agreed that they will **maintain contact** mentor/mentee

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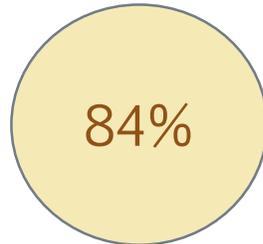




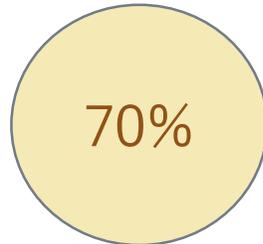
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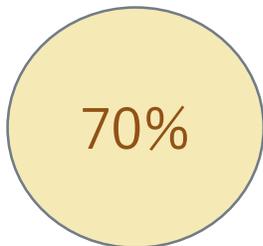
of survey respondents would **recommend** the IWRMP to their friends



of participants had **5-8+ sessions** with their mentor/mentee



of survey respondents felt they had made **new networks** as a result of the IWRMP



of survey respondents felt the IWRMP has made a **positive impact on their career**

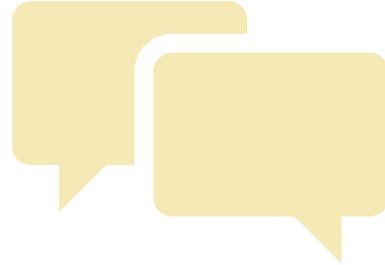
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We achieved a lot in our inaugural year

Main topics of conversation were:



- 1) Providing me with career guidance
- 2) Improving my leadership skills
- 3) Providing assistance with goal setting

The main participant benefits of the programme include:

- 1) Personal development (ie self confidence)
- 2) Professional development (ie leadership)
- 3) Networking
- 4) Collectively moving the dial on diversity and inclusion



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We achieved a lot in our inaugural year

Areas done well include:



- 1) Matching
- 2) Global reach and impact
- 3) Training
- 4) Structure (outcomes-based)
- 5) Project management and coaching

Areas for improvement include:

- 1) Webinar timing
- 2) Provide more mentor check ins

The IWRMP was rated
4.2/5.0 by survey
respondents, or was rated
four stars or higher by
90% of survey
respondents

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What our survey respondents said...

“Career development was a major part of our discussion and through the IWRMP, I was able to land a good job. I also have a sense of direction and know where I want to be in five years” mentee

“The opportunity to share and face those challenges with like-minded, talented women gives us a collective strength that is rewarding to those involved and in the industry as a whole” mentor

“My mentor was a great match in personality as well as experience and it was great to ask him how he stepped from each challenge to the next” mentee

“The IWRMP has allowed me to support an individual on the other side of the world, but it might also contribute to something much bigger. It would be great to think the conversations with my mentee might inspire a Latin American women in mining group to develop further and support other women in the resources sector globally in a different culture and language” mentor



Our launch at PDAC was a success



“This was a life changing programme for me”



“The IWRMP has exposed me to a great network of people”



“The future of mining is in great hands with these energetic, optimistic and thoughtful leaders.”



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The IWRMP 2019 will be bigger and the demand is high

- 1 The IWRMP 2019 will commence February 2019 and conclude in August 2019
- 2 The official launch will coincide with the 25th anniversary of Investing in African Mining Indaba in Cape Town, South Africa
- 3 There will be two official events held throughout the programme: Launch (start) and Celebration event (end)
- 4 There will be 100 mentee positions available to women working in resources in a variety of disciplines from around the world

The IWRMP 2019 will continue with the same solutions-focused and outcomes-based framework

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The IWRMP 2019 will be bigger and the demand is high

- The **IWRMP 2019** will utilise a structured approach that includes a **comprehensive matching process** conducted by AHPRA Endorsed Organisational Psychologists, a framework to align mentor/mentee expectations and expedite the mentoring process, and **training for all participants**
- All facilities would be offered **online** so participants are not disadvantaged by not physically attending events
- Mentee **applications are currently open** for mentees of programme sponsors
- Mentor applications are currently open for **senior industry leaders with a diversity and inclusion value-set**. Mentors can be male or female and are invite-only
- Mentees and mentors will continue to be supported throughout the programme with **monthly webinars** and specific touch points to ensure engagement is maintained



Thank you to all stakeholders and participants involved this year



- To our sponsors for making the IWRMP possible
- Mentors, we couldn't have done this without you
- Mentees, for your enthusiasm in embracing the programme and taking full advantage of the opportunity presented



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