



The International Women in Resources Mentoring Programme (IWRMP) empowers and promotes women working in resources to deal with challenges and progress their careers. IWRMP builds confidence and leadership skills to allow women to make their mark. We promote your career prospects by developing productive mentoring partnerships which assist in creating more diversity in the workplace.

Thank you for your interest in the International Women in Resources Mentoring Programme. The next programme will start in February and end in August 2019.

Please read the instructions and information below carefully and contact us if you have any questions.

Fees & Services included

Applicants are encouraged to get support and funding from their employers to cover the fees for this 6- month programme. This creates better accountability and deeper commitment by everyone involved. We strongly believe your employer should invest in you, as the IWRMP not only develops mentees as people but also develops you as an employee through: a career development plan, goal setting, skills development and training, networking and problem solving.

Let us know if you would like us to talk to your line manager to explain the programme and/or the benefits of funding you via email to info@iwrmp.com

The cost per mentee is US\$3,000.

Fees will cover: manual matching and finding the best mentor for you, 3-hour training session, 5 monthly webinars, coaching if needed, correspondence and administration around your participation.

Fees exclude flights & accommodations to launch and closing events.

We understand that this is expensive and that you can't afford it yourself nor do we think you should. That is why we encourage you to talk to your line manager so your employer pays your mentee fees.

Please submit fees to the following bank account:

Account Holder	IWRMP Ltd
Account number	8310028985
Wire Routing Number	026073008
ACH Routing Number	026073150
Bank	Transferwise
Bank Address	19 W 24th Street, New York 10010, United States

If you don't have an account in the USA, your bank will have to generate a BIC code, based on the Wire Routing number 026073008. The SWIFT Code is: CMFGUS33.

Clearly state your name as reference so that we can easily track payments.

Funds need to be received by 30 October at the very latest. We will then send you a mentee application link which will take you to an online form to be filled out at the latest by midnight GMT on 31 October.

Training

Training & launch event will be held on Sunday, 3 February in Cape Town, South Africa ahead of Mining Indaba conference and exhibition opening on Monday, 4 February. If you're not able to travel we still require your online presence on Sunday, 4 February. Time will be communicated to you closer to the date.



We would like people to attend in person because one absorbs things better face-to-face. You get to meet and engage with other mentees. You might get to meet your own mentor face-to-face provided they fly in to the training and launch event. (Meeting your mentor improves your relationship dramatically.) You get to meet other mentors and the organisers Barbara Dischinger and Dr Ali Burston, as well as network with industry guests. There is also the Mining Indaba conference starting the following day from Monday the 4th until Thursday the 7th of February which is an international conference, allowing you to maximise the trip.

Being there in person is not an obligation – online training will be available - just strongly encouraged and recommended for the above stated reasons.

Being there in person is not compulsory but training is, either in person or online.

Training is important because you need to learn and understand how the structured framework that we use for this mentoring programme works, what is expected of you, and how you will be contacting your mentor.

Mentors also receive training along the same lines on the same day, prior to mentees and mentors meeting each other. In the evening we will hold a cocktail event to launch the programme in the presence of mentees, mentors, organisers, sponsors and industry guests.

We will keep you informed of progress and acknowledge receipt of funds, mentee applications, etc.

To receive a scholarship

There will only be a few scholarships available in 2019.

If you can't self-fund or get your employer to fund your place in the programme please send a strong covering letter & CV to info@iwrmp.com. The covering letter should state why you deserve to receive this scholarship and what you will do to inspire and develop other women in mining with what you will have learned.

Upon receipt of your covering letter we will send you the link to the mentee application form. Fill it out and tick the box – *I need a scholarship*.

We will let you know by the end of November if your scholarship application is successful.

In case your company won't pay for your fees and you're not successful in securing a scholarship, we have payment plans available if you opt to self-fund.

Requirements during the mentoring programme

- Skype or Whatsapp (or other apps readily available that allow for international video conferencing) and an internet connection, ideally broadband
- Depending on where your mentor is based (different time zones) making yourself available to speak outside of normal work hours
- Training, including monthly webinars, could be outside of work hours
- Responding to emails from organisers (won't be too frequent to respect workloads)
- Reserve 1 hour for your mentor every 3-4 weeks throughout the programme

Feel free to direct any questions to info@iwrmp.com and we will respond as quickly as possible.