



IWRMP 2018 FINAL PROGRAMME REPORT

OCTOBER 2018

IWRMP



METISPHERE
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PROGRAMME AIM

The International Women in Resources Mentorship Programme aims to empower women working in mining to navigate industry challenges and progress their careers, offering them the confidence to achieve their career goals and make their mark in the global resources industry.

IWRMP 2018: BREAKING NEW GROUND FOR WOMEN IN MINING

The International Women in Resources Mentorship Programme ('IWRMP') is run by International Women in Mining (IWIM) in collaboration with program delivery partner Metisphere Organisational Psychologists. The inaugural programme ran March – September 2018. 50 mentee applications were received and 42 female mentees from 16 countries were expertly matched by AHPRA Endorsed Organisational Psychologists. Participants were inducted at an official training and launch session in March 2018 at PDAC in Toronto.

Mentors were male/female senior industry leaders sourced from around the globe and were invite-only. There were 21 inaugural industry sponsors. Following a theoretical, evidence-based and structured framework most participants had five sessions or more and discussed topics such as career progression, leadership development, career goal setting, self confidence, brand strategy and influencing.



IWRMP 2018: BREAKING NEW GROUND FOR WOMEN IN MINING

Recent survey feedback has shown that we have developed an **impactful**, **sustainable** and **successful** mentoring programme for women working in the global resources industry. The main participant benefits of the programme include: personal development (ie self confidence), professional development (ie leadership), networking and collectively moving the dial on diversity and inclusion on a global scale.

The IWRMP 2018 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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Impactful

100% of mentors felt that they 'got something from the process' too, and 94% of survey respondents either Agreed/Strongly Agreed that they had a quality relationship with their mentor/mentee.

Sustainable

90% of survey respondents either Agreed/Strongly Agreed that they will maintain contact with their mentor/mentee, and 70% of survey respondents felt they had made new networks as a result of the IWRMP.

Successful

90% of survey respondents would recommend the IWRMP to their friends, and 70% of survey respondents felt that the IWRMP has made a positive impact on their career.



IWRMP 2019: BIGGER, BETTER, BOLDER

The IWRMP 2019 will commence February and conclude in August. In keeping with the international theme of the IWRMP the official launch will coincide with the 25th anniversary of Investing in African Mining Indaba in Cape Town, South Africa. There will be two official events held throughout the programme: Launch (start) and Celebration event (end). 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 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.



THANK YOU TO OUR SPONSORS

For sponsorship enquiries, please contact IWRMP Director Barbara Dischinger at barbara@internationalwim.org. For programme related enquiries, please contact IWRMP Programme Director Dr Ali Burston at ali.burston@metisphere.com.au. For general enquiries, please visit www.iwrmp.com.

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