



# 2020 JLP

## Mentoring Program

### Outline

Employees from the City of Joondalup, Edith Cowan University, North Metropolitan TAFE and the West Australian Police Academy have the unique opportunity to take part in a joint, cross-organisational mentoring program supported by the Joondalup Learning Precinct Board.

#### Program Goals

It is expected that this process will:

- ❖ Develop individuals and improve their performance and effectiveness in the workplace.
- ❖ Improve communication and interpersonal skills.
- ❖ Provide an opportunity for creating and strengthening networks.
- ❖ Strengthen inter-agency relationships.
- ❖ Provide a sustainable support mechanism for staff.

#### Benefits for Mentors

In addition to finding personal satisfaction in sharing their skills and experience, mentors are likely to:

- ❖ Develop and practice leadership capabilities.
- ❖ Broaden professional networks.
- ❖ Increase self-esteem, self-confidence and affirmation of competency.
- ❖ Gain recognition at work for participating in job related activities.

*“Participation in this program is like taking an unknown journey with a stranger. You are both committed and therefore will find common ground. You will probably learn more about yourself than you ever expected as you explore with your partner their challenges and strengths.” [Mentor]*

*“The program exceeded my expectations. As a mentor, I didn't expect to get so much out of it personally and pleased to see the impact it had on my mentee. We both leave the program better as people and professionals. Thoroughly recommend it to those thinking about it.” [Mentor]*

#### Benefits for Mentees

Whether it is to build confidence, develop professionally, reflect on personal values and goals or launch a career, mentees will have the opportunity to:

- ❖ Broaden their knowledge base and learn from a more experienced person.
- ❖ Clarify and enhance career direction.
- ❖ Gain exposure to new ideas and practices that might not be pursued without a mentor's guidance.
- ❖ Connect with Mentors and Mentees, and develop professional networks.

*“The JLP mentoring program is excellent, everyone should get involved. I've been both a mentor and a mentee a few times over the 11 years I've been at ECU and have found it invaluable. Having a mentor in your life as sounding board, for advice and guidance to develop and grow is invaluable.” [Mentee]*

*“Go with an open mind and be committed to the program and be astounded by its results.” [Mentee]*

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## Program Outcomes

- ❖ To develop and support staff.
- ❖ To bring together staff to enrich, enhance and share experience.
- ❖ To strengthen relationships between organisation partners in the Joondalup Learning Precinct.

## Are You Ready To Become A Mentor or Mentee?

In a successful mentoring relationship:

### Mentors:

- ❖ Maintain confidentiality.
- ❖ Identify opportunities to assist mentees.
- ❖ Are able to provide guidance, direction and support and constructive feedback.
- ❖ Act as a sounding board for ideas.
- ❖ Are confident self-starters.
- ❖ Make time to be available.
- ❖ Show interest and empathy.

### Mentees:

- ❖ Maintain confidentiality.
- ❖ Act on feedback.
- ❖ Are committed to maintain a productive relationship with their mentor.
- ❖ Are willing to take risks.
- ❖ Are receptive and responsive.
- ❖ Actively seek challenges.
- ❖ Accepts responsibility.

## Commitment

Mentors and Mentees will need to be able to make time available to participate fully in the program. Time will be required for the workshops as well as for the regular meetings with the mentoring partner. Mentors will be matched to mentees based on the skills, interests, experience and needs stated in the expression of interest.

Participants will need to:

- ❖ Commit to the program from February to December 2020.
- ❖ Attend the Mentoring Program Induction Launch & Mentor and Mentee Initial Meeting.
- ❖ Take part in meetings with mentoring partner (as negotiated with partner).
- ❖ Attend professional development sessions, group events and seminars throughout the year.
- ❖ Participate in pre and post program evaluation.
- ❖ Attend a final closure workshop and presentation event (December 2020).

## How to Get Involved

To register your interest for the 2020 JLP Mentoring Program, please email - [mentoring@joondaluplearningprecinct.com](mailto:mentoring@joondaluplearningprecinct.com)