



# Surf Life Saving Australia - Circular

Title:	Women's Mentoring Program Cohort 6 – September 2024
Document ID:	Circular 79/23-24
Audience:	All club members
From:	Sandi Davis, Member Development Coordinator
Date:	27 June 2024
Summary:	<ul style="list-style-type: none"> <li>National Women's Mentoring Program – Cohort 6 commencing <b>17 September 2024</b></li> <li>Nominations for mentors and mentees <b>close Sunday 4 August 2024</b></li> </ul>

## What is the Women's Mentoring Program?

SLSA embraces the importance of a diverse and inclusive organisation, including gender equality, and seeks to increase the number of women who hold leadership roles within SLS nationally. The Women's Mentoring Program (the Program) supports and encourages confident, strong and skilled women within SLS, to strengthen leadership skills, and develop the next generation of leaders to position SLS for the future.

It was recognised that a more deliberate focus was required to support the identification and development of emerging leaders within SLS to ensure there is visibility and support of women ready for leadership positions, so they can use their potential to make a difference to our organisation.

The Program promotes women within SLS, facilitates empowerment, develops leadership skills which can be applied to paid roles inside and outside of SLS, volunteer activities and everyday life. The Program fosters ongoing supported pathways of personal and professional development, networking opportunities and a sense of community. Each mentee is selected based on demonstrated leadership abilities and their potential and willingness to develop further in this area and move into leadership positions within SLS.

The Program supports Surf Life Saving 2025 Strategic Plan and our Mission to "save lives, create great Australians and build better communities" by developing a more capable and gender diverse leadership pipeline so our organisation can better reflect the demographics of our nation (50.2% identify as female) and movement (45% identify as female).

The Program was first launched as part of our 2020 celebrations to recognise the 40-year milestone of women in SLS on 1 July 2020, kicking off with 20 Mentees and 20 Mentors. We have now 192 Mentors and Mentees involved with the Program. For Cohort 3 we wanted to grow the Program and invited women aged 16+ to join. This was a great success, and we have continued to do this since then.

## Benefits of the Program

### For the Mentee:

- Build confidence, capability and interpersonal relationship skills.
- Be supported to take control of your leadership capability and capacity by being provided an opportunity to learn skills, increase knowledge and enhance support networks.
- Life engagement of our female members, providing networking and ongoing support groups, increasing sense of belonging.

### For the Mentor:

- Opportunity to be part of a legacy, give back and pass on personal and professional learnings, increasing their self-worth.
- Enhance interpersonal and professional skills increasing personal value to the organisation and re-energising engagement with SLS.
- Strengthen coaching and leadership skills and gain insights into issues faced by members and the community from diverse backgrounds.

## What will the Program Entail?

- The mentee is responsible for establishing the path they would like to follow during the mentoring process. The main aim of mentoring is to help the mentees determine their broad career and personal development goals and define a plan to assist achieving them.
- The mentee is responsible for arranging meetings and setting the agenda. They need to take a proactive role in shaping the relationship with their mentor and put the time to best use.



- Mentoring meetings can occur in many ways. Mentee and mentor need to agree on frequency, meeting length and regularity of meeting. Mentoring meetings usually run for 1 to 2 hours, although this may vary. We recommend meeting every 4 to 6 weeks.
- Most of our matches are not in the same state, so your meetings will be done over the phone, FaceTime or Zoom/Teams. You might also like to stay in touch by text in between meetings.
- We will have initial training for the mentees and mentors before you get started, and this will introduce you to the online platform from McCarthy Mentoring which will guide you through the Program and help you to understand the mentoring relationship.
- Six online workshops will be arranged by SLSA throughout the Program. These workshops will further develop your knowledge in many ways, both personally and professionally.
- Most importantly, you will have an incredible support network of like-minded women at your fingertips to reach out to.

## How to Apply

### Supporting Documentation

The following items must be uploaded to the Women's Mentoring Program Application Form, before it can be submitted:

- A current CV or resume.
- A photo of yourself

### Application Form

Click the relevant link below to access the application form:

- **Mentor:** [Mentor Expression of Interest Form](#)
- **Mentee\*:** [Mentee Expression of Interest Form](#)

\*Minimum age to be a mentee is 16 years old

What	When
<b>Applications Close</b>	<b>4 August 2024</b>
Successful Applicants notified the week of	19 August 2024
Program Launch (Online)	17 September 2024
Mentors and Mentees Announced	17 September 2024
Mentor and Mentee Workshop (Online)	15 October 2024
Program Reviews and Workshops	Quarterly from October

## Testimonials

"The SLSA WMP is an amazing program which has allowed me to grow my confidence. Having my mentor to bounce ideas off and cheer on my achievements has helped my ideas come to life. I couldn't recommend the program enough!" – Mentee Cohort 4

"The opportunity to be involved in the WMP has been invaluable. I have connected with some truly inspiring people who have helped me lift my eyes up above the day to day in my local club and stay connected to the broader vision and SLSA community. It has been extremely motivating and engaging." – Mentee Cohort 5

"The SLSA WMP removes barriers, providing the opportunity for like-minded women to come together and share their experience and personal and professional learnings. Supported by specially curated resources and led by a small and passionate group of SLSA female leaders, this program has the potential to create an enriching and life changing experience for those willing to commit to the program." – Mentor Cohort 4

"The SLSA WMP has been a fantastic experience. Through insightful workshops, networking opportunities, endless support and chatting with like-minded women, we have developed invaluable friendships, knowledge about lifesaving across the country and an opportunity to share our own experiences and assist each other to gain confidence and excel in our lifesaving endeavors. This program not only empowers women but also fosters a strong sense of community. I am deeply grateful for the opportunity to grow and be a part of it." – Mentor Cohort 5

## Further Information

If you have any questions, concerns or feedback regarding the Women's Mentoring Program, please contact Sandi Davis – [sandi.davis@sls.com.au](mailto:sandi.davis@sls.com.au).



Our thanks to McCarthy Mentoring for their ongoing support of the SLSA Women's Mentoring Program.

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