

NAWIC ACT MENTORING PROGRAM

The Mentoring Program is one of the most important activities of the NAWIC ACT Chapter Council, and is directly associated with NAWIC's Objectives and Mission Statements.

WHO IS IT FOR?

The Mentoring Program is for women at all stages of their career in the Building and Construction Industry. The Program connects female students, apprentices, recent graduates through to mid-career professionals with NAWIC members who are senior industry leaders who offer their targeted advice and support.

The program aims to inspire women to continually strive for higher levels of performance and provide guidance on career pathways to enable them to achieve their career goals and aspirations. Below are some of the key areas that are explored:

- Confidence and personal branding
- Difficult conversations
- Presentation skills
- Negotiation

WHY DO WE NEED IT?

The Program aims to develop positive Mentoring partnerships, whilst also providing the opportunities to:

- Improve career panning for female students, apprentices and recent graduates;
- Develop life and soft skills to enhance career and workplace transitions;
- Reduce gender specific career attitudes amongst young women and across the Industry;
- Develop the Mentoring Culture in NAWIC and build the capacity of Members to undertake formal Mentoring roles.

HOW DOES IT WORK?

Applications for both Mentees and Mentors are open for 2 months from the last week of August each year. Applicants are requested to provide responses to a

series of questions tailored to enable matching of mentor-mentee pairs as best as possible.

Successful applicants are invited to take a Thinking Styles assessment – The HBDI test, which allows participants to identify, explore and examine thinking preferences (in themselves and in others) within the HBDI framework, as well as the “whole brain thinking method”.

Learning Partnership

Since 2021, NAWIC ACT has partnered with Wisdom Learning, an award-winning female-led training organisation, to design, deliver and facilitate the NAWIC ACT Mentoring Program.

WHEN AND WHERE?

Monthly structured program sessions are held as follows:

Month	Activity
January	Mentoring and Coaching Development workshop (Mentors only)
February	Program Launch
March to June	Monthly Group Session
July	Wrap-up and Celebration Session

*All 2023 workshops were held at the East Hotel in Kingston.

1-2-1 Mentoring sessions outside of the workshops are arranged and managed by individual mentees with their mentors and conducted as often as necessary (usually once a month).

DOES IT WORK?

Regular post-workshop feedback has shown that participants, mentors and mentees alike, have expanded their self-development toolkit and skills through engaging in the workshops and self-paced catchups. Each year, program places fill up quickly, with some mentors returning annually to guide the next intake of mentees.