

VICTORIA'S WOMEN IN TRANSPORT (WIT) MENTORING PROGRAM

Reverse Mentoring

Reverse mentoring is a worthwhile practice that adds to the learning that mentors have through the program, while recognising that mentees can have much to offer their mentor beyond the mentoring relationship itself. An additional benefit of reversing the mentoring 'direction' is that it reinforces the importance of mentoring as a two-way relationship. This is especially strong when the pair work in different fields or sectors.

Activity

At your next meeting, the mentee could think of experiences, networks or skills that their mentor may not have. This could be because they grew up in a different city or country, their age, being part of a different sector (public or private), working in a different field, studied a new course or even their creative or sports interests.

Reverse mentoring was practiced at Event #2 'Excite', where mentees were asked the experience, exposure and education (or skills) they can provide their mentors. Here are some of the answers given by past participants.

What experiences can you share with your mentor?

- opportunities to show leadership
- insights into public vs private industry
- fresh enthusiasm
- different stakeholder management

- subjective views as a young woman in the industry
- on the ground experience
- policy and professional areas
- receiving career advice
- tacit experience
- female empowerment
- empathy, passion and attitude
- new ways of working
- balancing work and family

What education or skills can you pass to your mentor?

- online courses, workshops and podcasts
- self-awareness
- mediation
- public speaking
- communication skills, branding and social media
- IT skills, tools and apps

What can you give your mentor exposure to?

- practices and ways of working from a different sector
- terminology and trends from a different field
- online modules and courses
- skills and principles that I and my company use
- creating new roles and opportunities
- recognising the capability of a talent pool
- new ideas and innovation
- questioning methods and introducing new methods
- leadership styles
- gaining more clarity on outcomes
- diversity
- collaboration
- understanding working groups
- having a sounding board for their ideas

Evaluate or redefine

Month four of this six month program is a good time to look back on the relationship as a whole, as well as the mentees goals and practicalities such as where and when you meet.

Reflect and assess

Reflect on how the mentoring relationship is going.

- What's working well?
- What do you think you could be doing more or less of?
- Prepare for giving feedback on the mentoring process

MENTEE

Map out what you want to say to your mentor with comments or dot points based on your reflection and assessment of the mentoring experience so far.

MENTOR

Come prepared to the meeting where you will be giving feedback to your mentee based on your reflection and assessment of the mentoring experience so far.

Discuss progress on mentoring goals

MENTEE

Provide feedback to your mentor on the mentoring relationship goals and how you feel it's tracking by being specific, clear and descriptive.

MENTOR

Enable a safe environment for your mentee to share their mentoring goals, whether positive or negative, by listening and encouraging them to be open and honest.

Redefine the relationship goals

MENTEE

Work collaboratively with your mentor to redefine your relationship and/or goals, if needed. Be open to advice and options from your mentor. Gain agreement on your next steps.

MENTOR

Guide your mentee through the redefining process by offering advice, options and support. Ask lots of open ended questions to ensure your mentee ultimately achieves their mentoring goals and walks away having had a positive experience.

Reinforce the positive impacts of mentoring

Encourage mutual appreciation. Share your experiences so far as a mentee or mentor, letting your mentor / mentee know that you're gaining satisfaction and enjoying the process.

Confirm agreement

Ensure mutual agreement that you are both on the same page moving forward. Make any amendments to the development action plan and mentoring agreement if applicable and keep a copy.

Upcoming opportunities

MENTEE

What do you have coming up at work? Is there a key task your responsible for that your worried about or that could benefit from another perspective? Has anything happened to make you reconsider or refine your career path?

MENTOR

Are there any 'exposure' type opportunities coming up that the mentee might benefit from? For example, an event or conference that includes times for networking, an all-staff session or a meeting with a key stakeholder who doesn't mind an observer.

Reminder

Round 1 2020 of the Women In Transport Mentoring Program is open 19 December 2019 to 18 January!

- Please share with those you know in transport who would make a great mentor or who would benefit from a mentor.
- The program guide with application link accompanies this Guide but should also be available your intranet.

You can apply too!

Our hope is that your current mentoring relationship continues throughout your career, but you might be keen to extend yourself and be matched with a new mentee or mentor. Or, if you were a mentee in Round 2 2019 perhaps you'd like to be a mentor in Round 1.

To be part of Round 1, please update your profile to answer our new question on preferences for a match within your field or one that broadens your network beyond your field. As well as helping us improve matches, the question is a way for us to know you that you want to be part of Round 1, so please be sure to answer it!

CONTACT US

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