

FTA Mentor Program 2018

Aim & Structure

The FTA Mentoring Program has been established with the goal of developing younger or less experienced people in the industry, providing a new and interesting proposition to our emerging leaders and young professionals as well as our more senior and experienced members, and to encourage new people to join to be part of the program.

This program aligns with the FTA Vision of Develop/Connect/Engage – providing members opportunities to meet and establish networks and promoting ongoing opportunities for professional development.

In 2019 it is proposed that interested 2018 Mentees would themselves become mentors, to student and recently graduated members, thus enabling them to develop their own leadership and communication styles and creating another level of the program.

The following information sets out the program to apply in 2018.

Program Framework

Below is an outline of the application and selection process to be employed in 2018.

- A panel of 9 mentors has been put together but additional mentors are welcome as this will add to the number of potential mentees able to be assisted – please contact the CEO, Ben Leaver, ben@financetreasury.com.au 0410 442 839
- The program is aimed at mentee applicants with at least 5 years' work experience, and who are under 40 years old.
- **Applications are due by cob 17 May 2018.**
- FTA will assess applicants and select mentees, and match each to one mentor. The aim of this process will be to find good matches, and also to foster cross-discipline learning across the industry subsets represented in the mentor group.
- Mentors and mentees will be put in touch and interaction begins. Information pack provided to both mentors and mentees outlining approach, recommended contact formats and times etc
- Mentoring contact proposed to run from June 2018 to the end of May 2019. At least monthly contact between mentors and mentees is recommended, ideally face-to-face, with perhaps brief phone or email contact between those meetings.

- Content or mentoring process should be left up to each mentor/mentee pair, based on the pairs' respective backgrounds and needs
- The FTA will review the program at the end of the year with the mentors and mentees, with the aim of evolving and developing the scope over time.
- For those who agree, Mentee's will be provided each others details also, to create a Community, being able to then share experience and create a new network

Mentee Selection Process

Mentees are invited to submit an application in the form attached. The aim is for this to be free form so mentees can express what they wish in support of their application. **Application due date 17 May, 2018. Please send applications to:** naomi@financetreasury.com.au
 Successful applicants will be notified by 31 May 2018.

It will be a condition of entry for mentees that they are either already FTA members, or will take up a relevant membership if selected within the first three months. Pathways Membership for those under 30 will be available giving discounted rates to those eligible members, see <https://financetreasury.com.au/join/> for more information

Should mentee applicants or prospective mentors have any questions about the mentoring program, please do not hesitate to contact the CEO at ben@financetreasury.com.au

FTA Panel of Mentors

- Mike Christensen, President FTA, Managing Director Truro Partners
- Blathnaid Byrne, Group Treasurer, AGL Energy
- Steven Cunico, Board Member FTA, Partner Deloitte
- Andrew Palacios, Executive Director Client Risk Solutions, CBA
- Graham Reid, Portfolio Manager, Asset Allocation Super Investment Management Pty Ltd
- Dane Birdseye, Group Treasurer and Insurance Manager, Cochlear
- Uri Gordon, Deputy GM – Treasury, Incitec Pivot
- Clive Richards, Board Member FTA, Senior Consultant, Taurus Risk Solutions
- David Rowe, Group Treasurer, Stockland

Materials for Mentors and Mentees

A mentor's role

A mentor is a respected and experienced person who agrees to work with a mentee to assist them in gaining knowledge and skills needed for their professional and personal development.

A mentee's role

A mentee is a less experienced person who is willing to work with, and learn from a more experienced person (mentor) to develop the knowledge and skills needed to move towards their professional and personal goals

Essentials for Mentors

Mentoring Agendas

Career Development

Mentoring can be used to assist the mentee in developing career strategies by:

- Identifying specific areas for career development opportunities to assist the mentee's career aspirations
- Providing examples and sharing experiences of career development

Professional Development

Mentoring can be used to help the mentee develop professional competencies by:

- Identifying areas where the mentee can develop their professional capability
- Planning and structuring professional development opportunities
- Providing objective feedback on the mentee's professional conduct (if applicable)
- Helping to expand the mentee's own professional network of contacts
- Supporting specific skill/technical development

Leadership Development

Mentoring can be used to develop the mentee's leadership capability and practice by:

- Identifying areas where the mentee needs to develop leadership behaviours
- Planning and structuring leadership development opportunities
- Providing objective feedback regarding the mentee's leadership practice
- Role modeling leadership behaviours
- Providing examples and sharing experiences of effective leadership practice

General Support

Mentoring can be used to help the mentee reach their learning and development goals by:

- Acting as a sounding board for the mentee to seek professional and career advice
- Assisting mentees in articulating their ideas
- Providing encouragement and ongoing support
- Sharing insight into organisational culture and politics

Your Role as a Mentor

What is your role as a mentor? (DO's)

As a mentor, you may:

- Assist in identifying the mentee skills
- Help the mentee set career and/or development goals
- Advise on strategies for goal achievement
- Refer the mentee to people who can be of assistance
- Rehearse/coach in effective communication strategies
- Act as a role model
- Help the mentee evaluate options
- Discuss barriers
- Initiate self-directed learning
- Be a confidante regarding problems, difficulties and transitions

Mentoring is not (DON'Ts)

Dominating, directing or controlling another's decisions

- Taking responsibility for another's career progress
- Providing unlimited resources
- Being an expert in everything
- Criticizing, or disparaging someone
- Becoming dependent or reliant on someone else
- Becoming a clone of someone else

Essentials for Mentees

Mentor

A mentor works in partnership with a mentee to offer knowledge, insight and perspective to support the mentee's goals.

Strategies for Success

- Be open with your mentor and be prepared to discuss issues freely
- Respect your mentor and maintain a professional relationship
- Be willing to put your learning in to practice on the job
- Prepare to spend time dedicated to your own learning and development
- Be open to feedback and also provide feedback to your mentor as appropriate

FTA 2018 Mentee Application

Name:

Location / City:

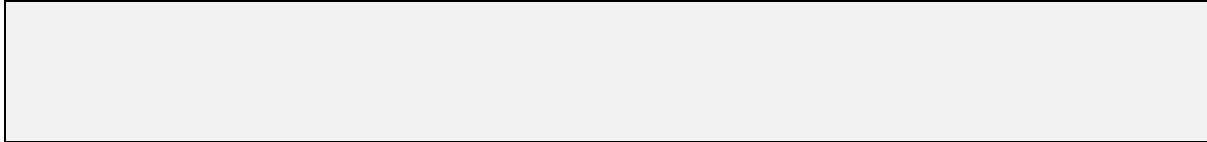
Phone:

Email:

Please specify if you have any preference for your mentor:

Please provide a brief bio and outline your current position, along with your career goals and aspirations:

Tell us why you would like to be an FTA mentee:



**All applications must be submitted to FTA by 17 May 2018, to
naomi@financetreasury.com.au**