



# MENTORSHIP GUIDELINES

Real conversations. Real support.

Thinking about your next step and keen to learn from someone who's been there before?

Maybe you love the idea of giving back and supporting another professional woman.

The GWIB Mentor Program was built for you!



## WHAT IS MENTORING ALL ABOUT?

Our mission: to build a strong community of professional women in Griffith & surrounds

GWIB Mentorship brings women together from different stages of their career, purposefully matched based on complementary experience, strengths and aspirations.

The program includes both one-on-one mentoring sessions and group events for shared learning experiences. Participants leave with greater self-awareness, renewed confidence, and a clear action plan to achieve their goals.

But the biggest win? The relationships that continue long after the program ends. That's the true success of mentoring at GWIB.

# WHO IS MENTORSHIP FOR?

This program is for local women who are ready to grow, ready to learn, ready to lead and ready to back another woman in doing the same.

Mentorship is for women who are early in their career and looking for guidance. It's for women who are mid-career or at a crossroads. And it's for women who have the experience and are ready to offer a hand to someone coming up the ladder.

If you work in

Private business	Manufacturing
Public service	Trade
Enterprise	Hair & beauty
Hospitality	Freelancing
Your own business	Health
Agriculture	Finance
Retail	Somewhere else



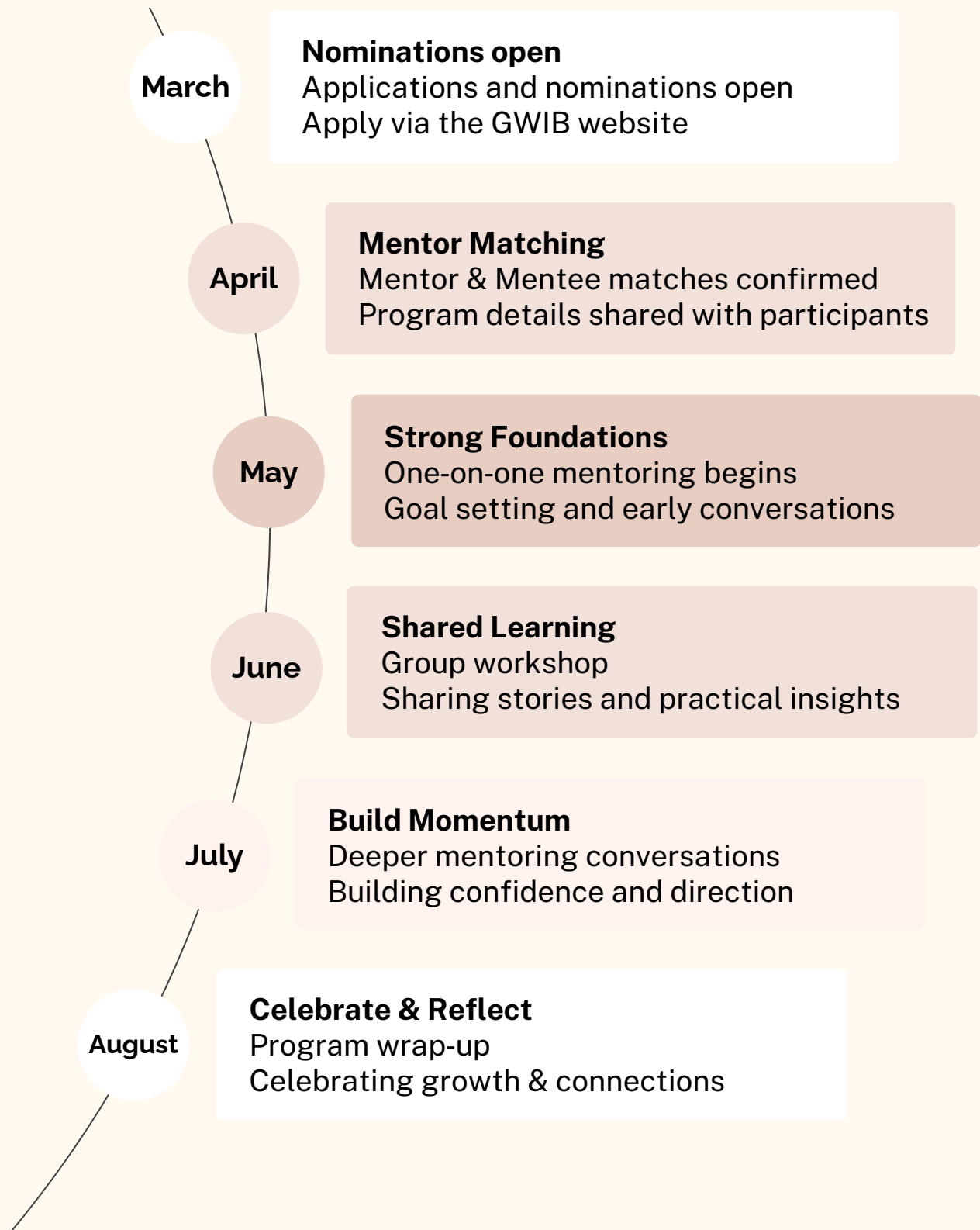
then

**YES**

this program  
is for you



# Timeline





## WHY APPLY AS A MENTEE?

Our Mentees join this program seeking guidance, inspiration and professional growth.

As a Mentee, you'll have the opportunity to explore goals, challenges, and possibilities all while being supported by an experienced Mentor.

### **You'll be encouraged to:**

- Be curious and open
- Set goals that matter to you
- Show up prepared and engaged
- Follow through on actions you commit to
- Respect confidentiality and your Mentor's time

### **Benefits of participation:**

- Skills development in leadership, communication and more
- Personal development through feedback, goal-setting and navigation of challenges
- Access to real-life experience from women who've been in a similar place
- Expanded network of women from a range of backgrounds, ages and industries
- Support and accountability from your Mentor

### **Important Note**

Mentoring is aimed at individual development. It is not a business development program and Mentors are not there as business advisors. For this reason, you should not necessarily expect to be matched with someone in the same profession or business area.

**Griffith Women in Business welcomes and supports diversity.**

# WHY APPLY AS A MENTOR?

While our Mentors get involved to give back to other women, they often tell us that they gain just as much as they give in this program.

As a Mentor, you won't be expected to have all the answers. Nor will you have a perfect career story! You'll guide your Mentee by asking meaningful, reflective questions as well as listening and sharing your experiences to support her growth.

## You'll enjoy mentoring if you:

- Like encouraging and motivating others
- Enjoy meaningful conversations
- Are happy to share lessons learned (including the messy bits)
- Value confidentiality and trust

## Benefits of participation

- Leadership development through communication and coaching skills
- Reverse mentoring - learning from younger women, gaining fresh perspectives
- Increased satisfaction from paying it forward
- Developing a talent pipeline within your network

## Reflection

- Who supported you earlier in your career?
- What do you wish you'd known then that you could share now?



# HOW DOES THE RELATIONSHIP WORK?

Mentorship is all about connection and growth.

You'll be paired with a Mentor or Mentee who will listen to you, challenge you, and above all support you in becoming the best version of yourself.

The program includes group activities which are facilitated by a host, and mentoring pairs will meet every 2-3 weeks in person or online. Early conversations are important to shape how the relationship will work.

**Your first conversation will be guided and will cover:**

- How often will we meet and for how long?
- What do I hope to gain from this experience?
- What support feels most helpful right now?
- How will we communicate between meetings?

There's no one right way to mentor. Some relationships are structured, others more relaxed. What matters most is mutual agreement and trust.





## HOW TO APPLY

For more information, and to apply, scan the QR code or go to:  
[www.griffithwomeninbusiness.org/gwib-mentor-program](http://www.griffithwomeninbusiness.org/gwib-mentor-program)

Applications close on 31 March 2026.

All applicants will be notified about whether they have been matched in April. While every effort is made to match participants, this is not always possible.

This program is financially supported by Griffith Women in Business and offered to members free of charge. Mentors generously donate their time for the benefit of Mentees.



### **We're here to support you!**

The GWIB team will be available at all stages of the program and at each group event for additional guidance and support.

If you have any questions about the program, please contact our Executive Committee:  
[griffithwomeninbusiness@gmail.com](mailto:griffithwomeninbusiness@gmail.com)