

PUGGY HUNTER MEMORIAL
SCHOLARSHIP SCHEME



PHMSS Mental Health Studies Mentoring Program

Program Launch

AGENDA

- About this program
- Benefits of mentoring
- What mentors do
- Expectations
- Logistics of mentoring
- Managing the mentoring relationship
- Getting started
- Taking stock
- Keys to mentoring success



WHY THIS PROGRAM?

The PHMSS Mental Health Studies Mentoring Program pairs PHMSS scholarship recipients (within the mental health discipline) with more experienced First Nations practitioners with the aim of increasing entrance and retention of Aboriginal and/or Torres Strait Islander mental health professionals into practice. It will do this by supporting them to complete their studies and transition successfully into practice.

DEVELOPMENTAL MENTORING

“Mentoring is a helping relationship based on an exchange of knowledge, experience and goodwill.”

Mentors help someone less experienced gain confidence, clearer purpose, insight and wisdom.

In developmental mentoring, the mentor, too, is changed by the relationship.”

Professor David Clutterbuck

ABOUT THIS PROGRAM

- 3 month virtual program
- August to the end of 2023
- Objective matching based on application responses
- Pairs meet at least monthly
- Pairs set own agenda and pace

KEY PROGRAM DATES

Program Launch	Date 21 August 2023
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Progress Review	Date 21 September 2023
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Program Close	Date end of 2023
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BENEFITS FOR MENTEES

- Explore issues and concerns in a supportive relationship
- Experienced guidance and support
- Learn from the real life experience of others
- Explore your career development plan
- Receive feedback and developmental guidance
- Network and to learn about effective networking



BENEFITS FOR MENTORS

- Contribute back to the profession
- Enrich mentoring and leadership skillset
- Gain intellectual challenge and new perspective
- Expand professional network



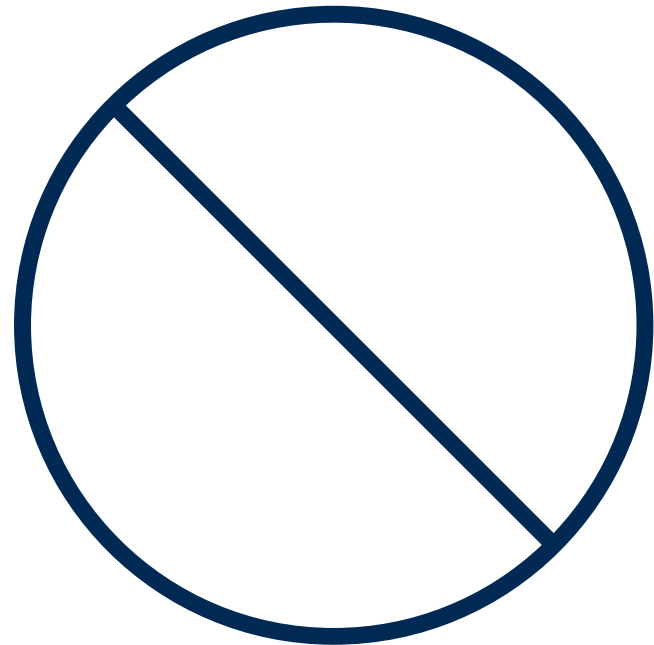
WHAT DOES A MENTOR DO?

- Guide
- Sounding board
- Challenger
- Supporter and encourager
- Confidante
- Career coach
- Networking facilitator



A MENTOR IS **NOT** REQUIRED

- to be a counsellor
- to be a best friend
- to discipline and correct
- to be revered as super-human
- to take responsibility for the mentee



EXPECTATIONS

Of a **mentor**

- Listen and learn
- Challenge
- Time
- Enthusiasm, honesty and openness
- Confidentiality and commitment

Of a **mentee**

- *All of the mentor's expectations **plus:***
- Establish the path
- Show consideration
- Drive the relationship

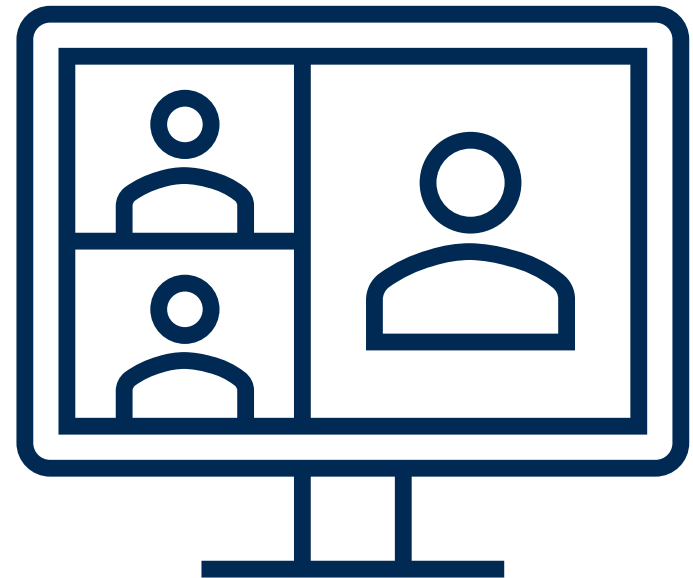
LOGISTICS OF MENTORING

- At least monthly
- Meet anywhere you both agree
- Confidential environment
- Typical meetings 1 – 1.5 hours
- Use email, telephone, video chat, videoconference, as needed



CONNECTING VIRTUALLY

1. Agree up-front how the virtual relationship will work
2. Work hard to establish rapport
3. Allow awkward pauses
4. Have a clear agenda
5. Be fully present
6. Right level of detail for email communication
7. Review and take stock frequently



PROGRAM SUPPORT

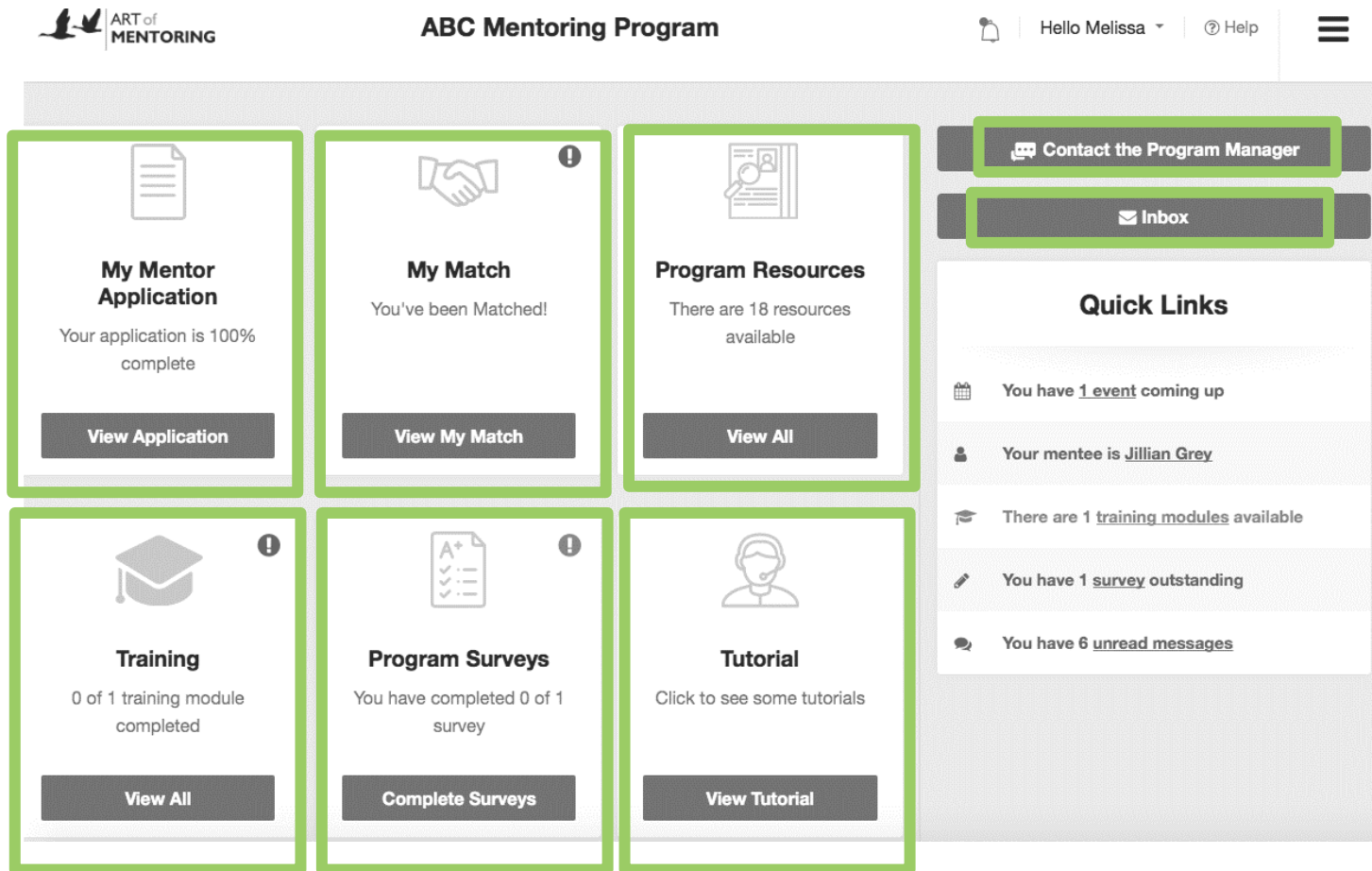
- Dedicated program platform

[PHMSS Mental Health
Studies Mentoring Program](#)

- Online mentoring platform:
 - Online training for mentees and mentors
 - Library of support resources
- Regular communications
- Progress surveys



USING THE PLATFORM



The screenshot shows the 'ABC Mentoring Program' dashboard. At the top left is the ART of MENTORING logo. The page title is 'ABC Mentoring Program'. On the top right, there is a user profile 'Hello Melissa', a 'Help' link, and a hamburger menu icon. The main content area is a grid of six cards, each with a green border and a 'View' button at the bottom:

- My Mentor Application**: Document icon, 'Your application is 100% complete', 'View Application' button.
- My Match**: Handshake icon, 'You've been Matched!', 'View My Match' button.
- Program Resources**: Document with magnifying glass icon, 'There are 18 resources available', 'View All' button.
- Training**: Graduation cap icon, '0 of 1 training module completed', 'View All' button.
- Program Surveys**: Document with checklist icon, 'You have completed 0 of 1 survey', 'Complete Surveys' button.
- Tutorial**: Headset icon, 'Click to see some tutorials', 'View Tutorial' button.

On the right side, there are two buttons: 'Contact the Program Manager' and 'Inbox', both highlighted with green boxes. Below these is a 'Quick Links' section with the following items:

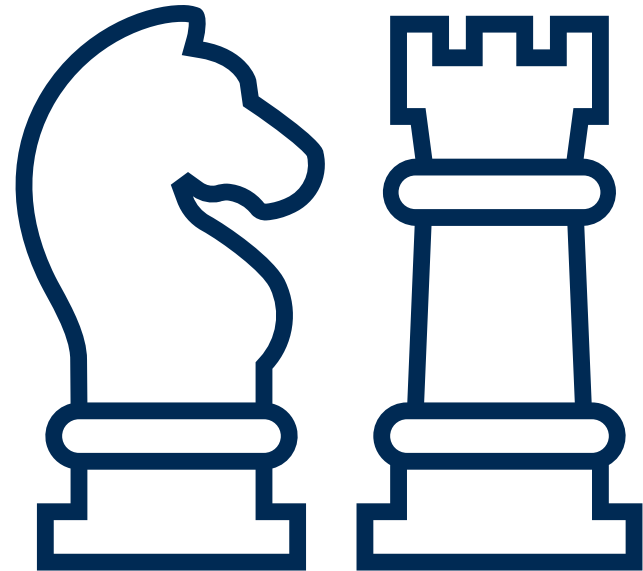
- You have **1 event** coming up
- Your mentee is **Jillian Grey**
- There are **1 training modules** available
- You have **1 survey** outstanding
- You have **6 unread messages**

MENTORING RELATIONSHIP PHASES



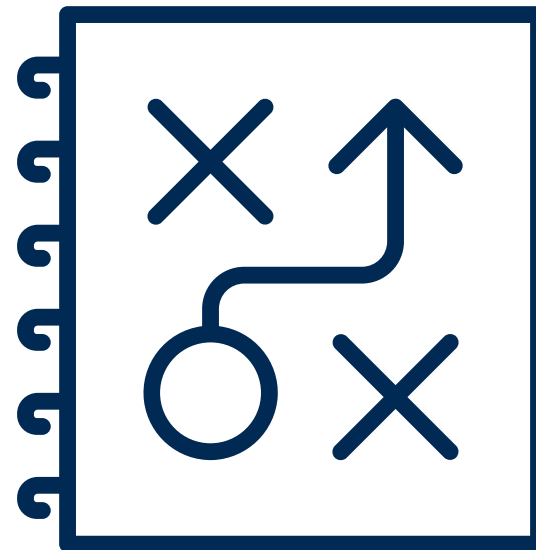
WHO MAKES THE FIRST MOVE

- It doesn't matter, as long as someone does!
- Once the relationship is established, Mentees should drive it
- Get that first meeting scheduled



PLANNING FOR MEETINGS

- Forward schedule meetings
- Both parties should do some planning for meetings
- Mentees can send advance agenda to the mentor



THE FIRST MEETING

- Get acquainted
- Determine the broad purpose
- Discuss ground rules for managing the relationship and expectations for each other



BUILDING RAPPORT AND TRUST

- Begin with getting to know one another
- Talk about values
- Non-judgmental listening
- Do what you say
- Openness and honesty
- Give feedback



MENTORING PURPOSE

- What would I like to achieve from this relationship?



MENTORING GOALS

- Role of the mentor is to assist, not decide on mentee goals
- Goals can emerge as the mentoring relationship develops
- People will be more committed to goals they find important and have intrinsic value
- Include some short-term objectives and longer-term developmental goals



COMMON GOAL AREAS

Filling	Filling a capability or learning gap
Leveraging	Leveraging personal strengths or overcoming weaknesses
Solving	Solving challenges
Planning	Career planning
Widening	Widening your network and profile

TAKING STOCK

- Are we meeting frequently enough?
- Are we each getting what we need?
- What could we change to make our meetings more effective?
- Are we challenging each other enough?



WHAT CAN GO WRONG

- Radio silence
- Not being available for meetings
- Not contracting clearly or over-stepping boundaries
- Not getting beyond the simple, shallow issues
- Insufficient or too much challenge
- Pushing for specific goals and solutions too early
- Lack of honesty or humility



NOT WORKING?

- Reference the Trouble Shooting Guide
- Review original expectations and ground rules
- Discuss the situation
- Give feedback to each other
- Talk to your program manager



KEYS TO MENTORING SUCCESS

Mentors

- Engaging and welcoming at the start
- Set the mentee up for success with clear understanding of issues and direction
- Balance challenge with support

Mentees

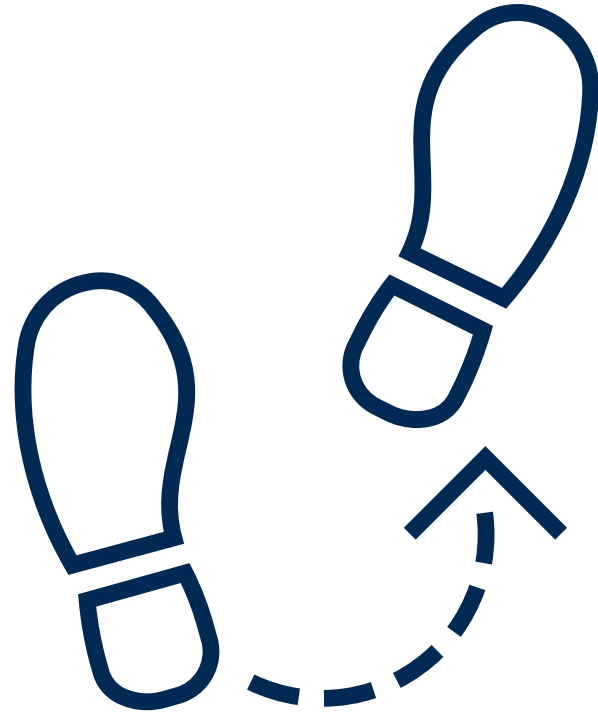
- Fully present from the start
- Engage energetically
- Organised and proactive
- Accountable for their own outcomes

TAKE AWAY MESSAGES

- Complete the training
- Get the first meeting scheduled
- Mentees should drive the relationship
- Invest properly in the “set up”
- Start with an overall sense of purpose
- Let goals emerge
- Include both short- and long-term development goals
- Meet regularly
- Fully engage
- **Make the most of the opportunity!**

NEXT STEPS

1. Prepare for your first meeting
2. Aim to have your first meeting within the next few weeks
3. Meet again as a group at the progress reviews



THANK YOU

Questions?

