

Lucy Mentoring Program

The University of New South Wales

Program Objective

'Lucy' is an innovative leadership program with a primary focus on women in University studying business, finance, economics, accounting and law. The Program inspires, motivates and educates women about the opportunities available for employment and leadership in the public and private sectors.

The Lucy Mentoring Program aims to:

- Communicate to women the diversity of opportunities available for them in the private and public sector and the personal advantages of achieving job satisfaction;
- Provide an opportunity for women to work with businesswomen, professional women and women of influence;
- Provide women, particularly those from disadvantaged backgrounds, with access to a network of senior women in the private and public sector; and
- Provide women with a Program which will encourage active decision making about their careers.



The Mentoring Relationship

Mentors are selected on the basis of their life and work experience in the private and public sectors and willingness to share their time, skills and workplace with a student. Mentors are generally senior managers and are recruited from the finance, accounting, business and legal sectors.



Second and subsequent year students are recruited from the relevant universities through an Expression of Interest (EOI) process. Applicants indicate areas of professional interest and these are matched as closely as possible with the mentor's area of expertise.

"The program was truly enlightening. The work experience challenged me to adapt quickly and apply theory learnt in the classroom. Speaking with senior women opened my eyes to the many opportunities that lie ahead." (2007 Lucy Mentee)

Role of Mentor

The role of the mentor is to inspire female University students to think about the range of work options available to them in the private and public sectors. The role of a 'Lucy' mentor in particular, is to use this opportunity to actively support these students seeking a career in the

finance, business, accounting and legal fields. The mentor will share knowledge and experience to equip the student to meet the challenges often experienced by women in their chosen industry.

Mentors will benefit from:

- Networking with other women in senior management positions in the public and private sectors
- Knowing that their contribution will assist in the development of future women leaders
- Knowing that they have contributed to the goal of increasing the numbers of women with potential to reach middle and senior management.

*“I feel I have been enriched by sharing my experiences with someone younger”
“The programme is very good. Very beneficial to the students. I gained from it too because I valued my experience with my mentee.” (2007 Lucy Mentors)*

Mentor Commitments

Over a period of weeks, mentors and students work together on a small work related project while also attending some larger group sessions to meet and learn from other Program participants. The main components of the ‘Lucy’ Program include:

The Launch / Introductory Session (28th August 2008) provides mentors and students with the opportunity to meet as a group, complete the Mentoring Agreement and begin discussion about potential Work Based Activities.

The Work Based Activity (WBA) totals 35 hours in the mentor’s workplace (e.g. this may comprise a series of half days or a block of time over a week). The WBA is a flexible arrangement which is organised to suit mentor-student commitments. The WBA encourages an understanding of the challenges of working in the private or public sector. The mentor and student meet regularly throughout this period at agreed times.

The Debrief is held mid way through the WBA. Students from both universities attend a combined Debrief session to discuss progress and issues related to the WBA. Mentors are contacted individually via phone for an update.

Final Session (27th November 2008) involves attending a formal presentation by students on their WBA, and the presentation of completion certificates. This event provides an opportunity to network and complete Program evaluations.



Contacts:

For more information: www.careers.unsw.edu.au/news/lucy.aspx

Or contact Taye Morris, Manager Careers and Employment UNSW (02) 9385 5432

t.morris@unsw.edu.au