



# EVOLVE LEADERSHIP MENTORING PROGRAM

## for women



Evolve Leadership Mentoring Program is supporting women aspiring to take ownership of their career, while providing leaders (any gender) an opportunity to extend their networks and develop inclusive leadership capabilities.

### ABOUT THE PROGRAM

This program offers a unique chance to unite a diverse group of women within your organisation, fostering both formal and informal mentorship connections between mentees and mentors. We deliver a well-defined framework that includes expertly guided workshops, comprehensive workbooks to outline sessions, and community-building events, all designed to maximise impact.

Our facilitated sessions encompass career mapping, building inclusive networks, and establishing mentoring frameworks to guide structured mentoring sessions. Additionally, these sessions focus on the growth and development of both mentees and mentors. Throughout this journey, mentees gain the confidence to aim for higher positions, while mentors acquire insights into how they can positively influence the leadership culture to be more supportive.

### RESULTS FROM PAST MENTOR PROGRAMS

"Deb really knew the content back to front, was friendly and personable but also professional. Deb was enthusiastic and helpful throughout the course"

*"I always find it invaluable to hear that very accomplished people struggle with similar insecurities, and there is no magic bullet to being successful. I've been inspired and have really valued these interactions"*



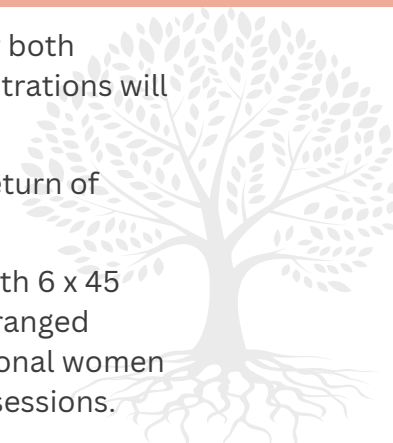
*"Meeting other like-minded women and learning together - the textbook is very useful with a lot of important and interesting ways to structure the mentoring sessions"*

## WHO SHOULD ATTEND

Given that this is a program spanning multiple organisations, it's essential for both mentees and mentors to seek prior approval before self-nomination. All registrations will be managed through our People and Culture department.

Commitment to the full 6 month program is essential and a key priority for return of investment for everyone involved.

All mentees and mentors will commit to the above structured dates, along with 6 x 45 minute 1:1 mentoring sessions, ideally each fortnight at a convenient time arranged between each other. Face to face is preferred, although we do recognise regional women may want to apply, therefore we have the opportunity for virtual mentoring sessions.



### mentee CRITERIA

This program is tailored for career-focused women in level 7-8 roles, whether in an acting or permanent capacity, who are committed to taking significant steps towards career progression. It offers a comprehensive toolkit of tools and strategies designed to expand horizons and prepare for future opportunities. Participants gain invaluable guidance from seasoned industry professionals, empowering them to extend their reach and excel in their professional journeys.

- Bring an open mindset and be open to change
- Take action and set meaningful goal
- Not to expect answers, although embrace self-discovery
- Be accountable, and want to take ownership of their career

### mentor CRITERIA

This program caters to individuals who have a proven track record of leadership at levels 9-10 or higher within their community. It is specifically designed for those seeking to further their growth and development, aiming to enrich not only their mentoring relationships but also to engage in a thoughtful exploration of their own leadership culture. Through this program, participants are empowered to become more self-aware leaders, capable of driving positive change and growth in both themselves and those they mentor.

- Be invested in coaching, supporting, and developing women.
- Experience in negotiating, influencing, and conflict resolution
- Have an open mindset and empathy with their mentee.
- Expertise in recruitment, development, and managing a team
- Strategic planning, organisation, and risk management
- Invest in developing clear objectives with the mentee.

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## BENEFITS FOR *mentees*

- Unlock a world of possibilities as you broaden your network, interact, and learn from others.
- Receive invaluable feedback, developmental guidance, and unwavering support to nurture your leadership role and sector.
- Chart your path to professional growth and career planning.
- Expose your mind to fresh ideas and innovative perspectives.
- Harness expert advice to fortify your strengths and conquer your weaknesses.
- Embrace the opportunity to cultivate new skills and knowledge.
- Continued support through Evolve's Alumni Facebook Group

## BENEFITS FOR *mentors*

- Expand your network and gain fresh perspectives by connecting, learning, and sharing experiences with others.
- Shape the leaders of today and tomorrow while acquiring skills that benefit you, such as novel ideas and approaches.
- Receive comprehensive training in mentoring techniques to enhance your skills in this domain.
- Experience the intrinsic reward of making a positive impact on someone else's life and find satisfaction in being a catalyst for positive change.
- Contribute back to the sector you've been a part of, enriching your leadership abilities, refining your thinking, and reinforcing valuable leadership lessons.
- Cultivate personal networks, boost your profile, and elevate your organisation's presence.
- Stay updated on emerging sector-specific issues.
- Enjoy exclusive benefits from Evolve's products and services.



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## A HOLISTIC APPROACH TO MENTORSHIP AND CAREER ADVANCEMENT

What sets this program apart is its commitment to providing a holistic support system for both the mentees and the mentors. It combines the power of live workshops, executive facilitation, diverse mentoring options, and an innovative career advancement platform, ensuring a truly comprehensive and unparalleled experience for everyone involved.



### ORGANISATIONAL PROGRAM

Facilitating the connection of mentees with mentors from across the organisation to foster a stronger professional community, leveraging industry expertise and knowledge for maximum mutual benefit.



### MATCHING PROCESS

We employ a meticulous selection process based on analytical criteria to establish successful mentoring partnerships, guaranteeing growth and development for both mentees and mentors.



### SUPPORTED THROUGHOUT

Participants receive comprehensive support through a blend of live workshops, facilitated by executive experts, in-person and virtual mentoring opportunities, and access to a dedicated career advancement platform.





PACKAGED FOR

*growth*

- 6-month program lead by experienced, inclusive and interactive facilitators
  - Mentee-Mentor pairing, needs and interest analysis
  - In person workshops and virtual sessions
  - Full Gallup CliftonStrength's 34 Assessment
  - Intrinsic and group collaboration towards growth and development
  - Blended learning and delivery styles catered for
  - Extensive mentee and mentor workbook with structure, strategies & insights
  - Inspiring Guest Speakers, from within industry to inspire women
  - Access to the "Evolve Community Hub" with monthly resources and inspiration for continued growth for both Mentee's and Mentors
  - Networking with industry experts
  - Inclusive and interactive facilitation
  - Access, emails and support from Deb Elliott throughout the series and beyond
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## INTRINSIC SELECTION PROCESS

Mentees and mentors are encouraged to complete a brief form on the Evolve Mentoring platform to outline their personal objectives for participating in a leadership-focused mentoring program. Mentees will provide information about their background, their desired goals from mentorship, and their industry sector preference for their mentor's expertise.

Mentors, on the other hand, will indicate their comfort areas for mentoring. Please provide as much detail as possible to facilitate the matching process. Once partners are matched, they will be notified, and contact details will be shared.

Shortly after the pairing, mentees and mentors will receive a link to complete their strengths profile. Subsequently, a one-hour strength debriefing session will be scheduled at a convenient time for everyone.

Join the program here. If you have any enquiries or are uncertain about program suitability, please feel free to contact the Program coordinator:

Deb Elliott, [deb@evolvewda.com.au](mailto:deb@evolvewda.com.au) or 0431535040.

Embrace this opportunity for growth and connection, your leadership journey begins here.

# Program Structure



## 2024 SCHEDULE

ALL APPLICANTS WILL HAVE THE CAPACITY TO COMMIT AND ATTEND THE FACILITATED SESSIONS AND WORK WITH THEIR MENTEE/MENTOR FOR THE DURATION OF THE PROGRAM. FACILITATED DATES, AND GUIDELINES BELOW:

9.30AM - 4PM TBC	MENTEE INITIAL WORKSHOP	Introduction to the platform, featuring a career development workshop that equips mentees with valuable content to enhance their investment in mentoring conversations and professional growth.	 Mentees only
9.30AM - 12.30PM TBC	MENTOR INITIAL WORKSHOP	An inaugural session to familiarise mentors with the platform, equipping them with mentoring tools and strategies to empower and guide their mentees effectively.	 Mentors only
12.30PM - 2.00PM TBC	LAUNCH + LUNCH	Facilitating the initial connection between mentees and mentors, offering them a valuable opportunity to build rapport and establish informal connections.	 Mentees & Mentors
10AM - 12NOON TBC	MID POINT CHECK-IN	An opportunity for mentees to share feedback and insights from their mentoring experience & revisit the mentor framework.	 Mentees
1.30PM - 3PM TBC	MID POINT CHECK-IN	An opportunity for mentors to share feedback and insights from their mentoring experience & revisit the mentor framework.	 Mentors
10AM - 11.30AM TBC	CAREER INSIGHTS GUEST SPEAKERS	A panel of past mentors will join the session to share insights from their own careers and answer any questions enabling growth.	 Mentees only
10AM - 11.30AM TBC	ADVANCE LEADERSHIP MENTORING	An opportunity for mentors engage in introspection, drawing upon insights from the program and acquire the skills to effect a constructive influence within their own leadership culture, enriching their community.	 Mentors only
10AM - 11.30AM TBC	FINALE CELEBRATION	Final wrap up to reflect and close the Evolve Mentoring Leadership Program for 2024.	 Mentees & Mentors



## WHAT PEOPLE SAY ABOUT EVOLVE'S PROGRAMS

” Really positive & confident. I know I have a lot to contribute & I feel more certain about how to get there. I am in a 3 month acting Manager role. Have made new connections + expanded my network, and will hopefully be a future leader.

**Ali, Sydney Uni, 2022**

” Every part of the training was delivered perfectly and the examples used were very connected to each and everyone of us. I have started to make small goals and see myself succeeding them by reflecting on the behaviours learnt from the training. My management team could clearly see the difference in the way I organise and do things which is very positive.

**Archana, Reserve Bank of Australia 2021**

” My organisation will benefit from me having an increased knowledge of my strengths and being able to identify areas for improvement that will make me a better employee and perform my best each day. By transferring my learned skills such as assertiveness, positivity and relationships within my team and the role I perform.

**Sarah, Department of Education 2023**

” I have been successful in applying for a new role and have started. So far very interesting work with lots of opportunities likely - identified a mentor and gained a lot of insights from her, including advice on changing roles - broadened my professional network.

**Claire, Department of Planning and Environment 2023**

” It has developed my skills to one day become a senior leader and make major contributions to my team. Deb is a fantastic trainer! she's personable, funny, vulnerable. Most importantly she can articulate very well which makes learning engaging and fun.

**Christine, Office of Environment and Heritage 2023**



# BEHIND THE SCENES 2024

## MENTOR PROGRAM PLANNING SCHEDULE



		ORGANISATION	EVOLVE
DATE TBC	<b>Booking of all rooms for face-to-face workshops</b> Catering, location and room layout planning	✓	
DATE TBC	<b>Launch of application process</b> Organisation to open the application for nominations for both Mentors and Mentees to register interest	✓	
DATE TBC	<b>Participants application and selection finalised</b> Organisation to choose twenty mentees and mentors for the series	✓	
DATE TBC	<b>Final list submitted to Evolve</b> Organisation to share with Evolve the final list of all chosen candidates	✓	
DATE TBC	<b>Pairing Coordination</b> Evolve will connect with candidates and have pre selection questionnaires complete to assist with pairing delegates together		✓
DATE TBC	<b>Gallup CliftonStrengths Assessment to Mentors + Mentees</b> 45 minute assessment to be complete before first workshop		✓
DATE TBC	<b>Pairing Connection</b> Introduction to the platform, career development workshop to provide content to the mentoring conversations		✓
DATE TBC	<b>Guest Speaker Insights</b> A panel of influential speakers will join the session to share insights from their own careers and answer any questions	✓	✓
DATE TBC	<b>Finale</b> Agree on a presentation of mentor/mentee about the changes that have occurred throughout the process. Invite managers of mentees, and leadership influences that can wrap up the series. Reflect on experience	✓	✓



# ABOUT *Deb Elliott*

## **CEO + Founder of Evolve Women's Development Academy**

Deb is the Founder of Evolve Women's Development Academy, a leading training and development business focused on women's development.

Deb is highly regarded as an experienced and engaging facilitator who is passionate in helping women achieve their full potential in their professional and personal lives. Her programs are known for her fun and interactive style while ensuring participants feel safe and supported. Deb ensures that each participant enjoys individual support with their development plan and goals and she thrives on seeing how they move forward through the program.

Deb has been designing, developing and delivering programs since 2004 across Finance, Banking, Insurance and Government Sectors in both London and Sydney, delivering to an average of 250 participants annually.

In 2020, Deb was the first facilitator globally to develop and deliver a completely virtual Springboard Women's Development Program experience to meet the changing landscape during the pandemic. As a result of this successful program, virtual programs have become another format offered for organisations.

Deb has been an accredited facilitator for the UK Springboard Women's Development Program since 2013, a qualified Gallup Strengths Coach, Mindfulness Coach, NLP Coach and she holds a cert four in training and development. Most recently Evolve was selected as a finalist for both the Australian Women's Small Business Champion Awards 2023 & NSW Business 2023 Awards.

Deb personally facilitates a variety of Women's Development Programs in Australia and is committed to helping organisations unlock greater potential within their employees.



*” Deb is extremely engaging and brings great energy and positivity to everything she does. The group activities were very well set up and Deb ensured high levels of participation.*

*” Deb strikes a great balance of respect, understanding and encouragement. I'm usually a classic cynic in these types of courses, but I have thoroughly enjoyed + gotten a lot out of the course.*

*” Deb was the perfect balance between opening the floor for open discussions and sharing her own life experiences. Deb created a safe space and did an excellent job of drawing out the 'real' message when we have difficulty conveying the message clearly.*

For any further questions or information please feel free to reach out.  
We pride ourselves on giving you a full comprehensive guide on the program before you decide  
if it's the right investment for developing women of your organisation.

“ Mentoring should be a fulfilling relationship between somebody with more experience  
and somebody with less, with the goal of helping both individuals become elevated  
versions of themselves. ”

*- Janice Omadeke*

Ready to empower and uplift the women in your  
organisation through mentorship?

Let's team up to create a resilient workforce  
that not only excels professionally but thrives  
personally, enabling them to bring their best  
selves to every aspect of life.

**Contact us here:**

deb@evolvewda.com.au  
0431 535 040

**Or come join our socials:**



**BUSINESS  
NSW**  
2023 SYDNEY METRO  
SMALL BUSINESS AWARDS

*finalist*

