

APS Commission

Powering Up Leadership Through Mentoring

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**Leadership Development Network
Breakfast Presentation**

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“The Sydney Water Pilot Mentoring Program provides a comprehensive and supportive process to nurture the talent, functional skills and personal development of our future leaders.”

Austrade Pilot Mentoring Programme

Mentors:

“Do you feel you are a better manager as a result of being a mentor?”

42%: Yes

40%: Possibly

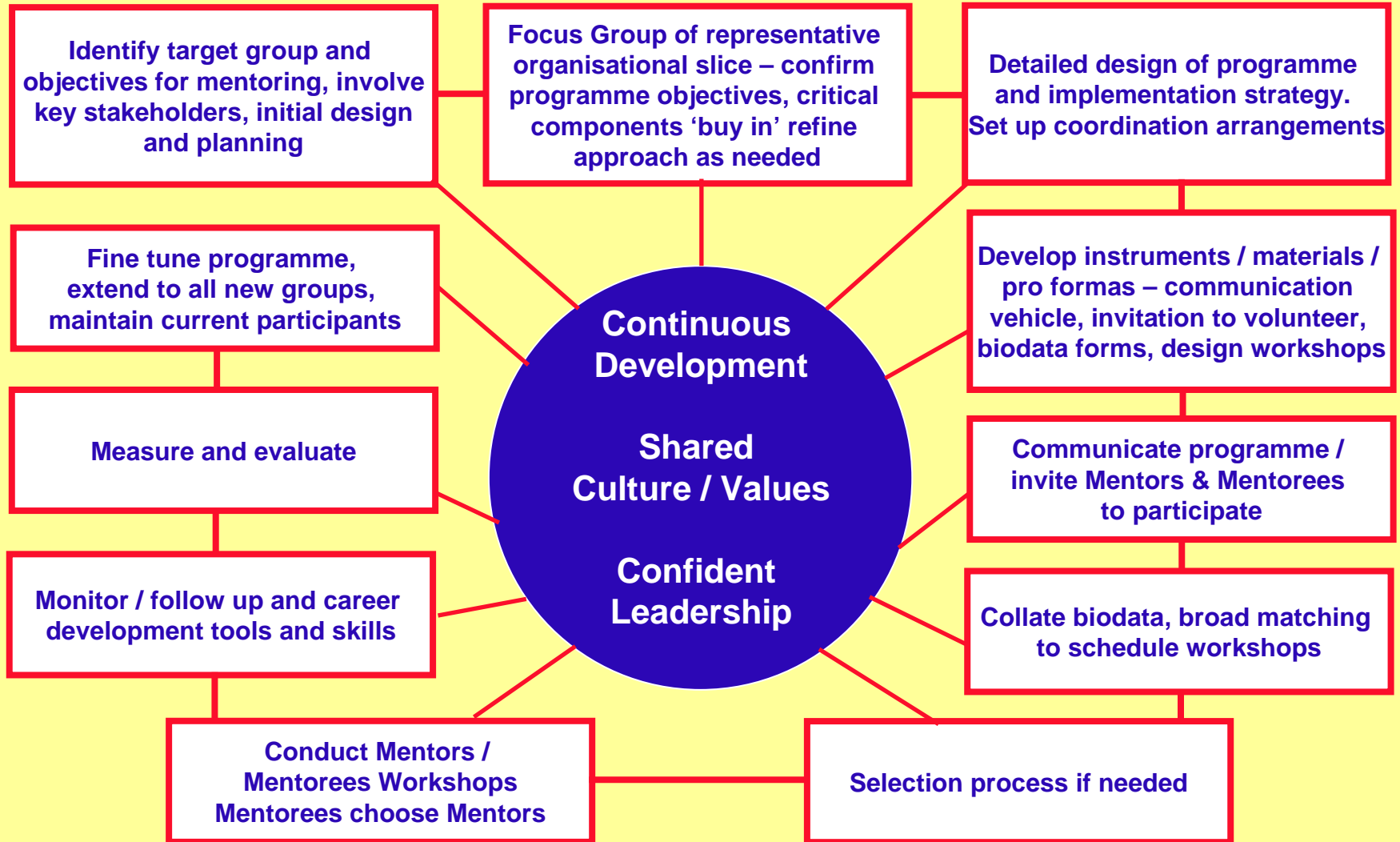
Three Ways to Fail!

- **Lack of active / visible involvement of senior management**
- **Inadequate programme coordination (including poor follow up)**
- **Insufficient or no mentoring training**

Growing Your Own Leaders



The Growth Connection Mentoring Model



Checklist of Success Factors

- Active executive support**
- Clear objectives**
- Dedicated programme coordinator(s)**
- Formal framework**
- Continuous communication about / throughout the programme**

Checklist of Success Factors

- Volunteer participants**
- Mentors are outside direct reporting line**
- Mentors and Mentorees are trained**
- Monitoring and measurement**
- Recognition and celebration of mentoring participation and success**