

# TFTC Mentoring overview for Participants

## WHY MENTORING

- We do our best learning from having mastery experiences
- Provides the Mentee opportunity to fast track learning, tap in to the 'been there, done that' experience
- Provides Mentor opportunity to develop their leadership and listening skills and enhance their effectiveness as a leader in their business

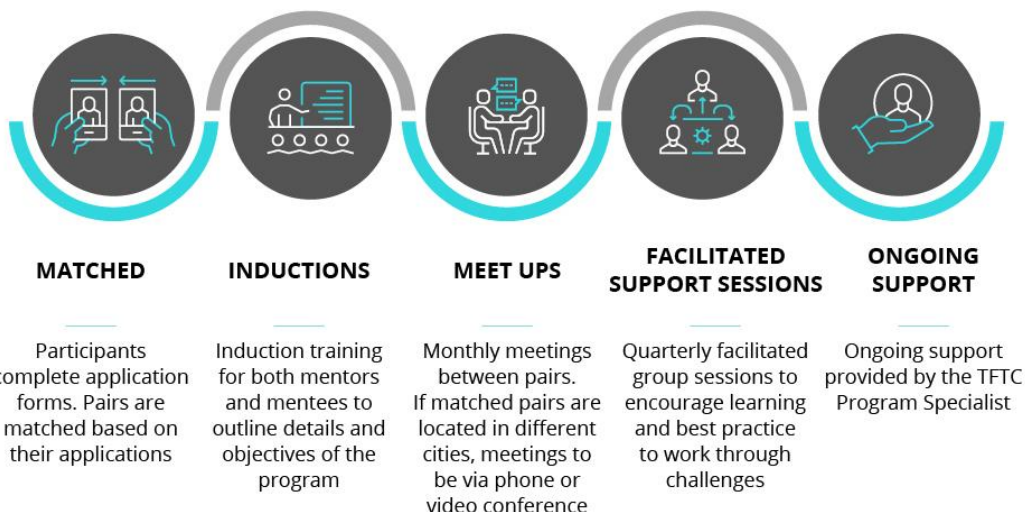
## WHY DEFENCE INDUSTRY MENTORING

- Foster stronger networks within Defence
- Increase collaboration within the industry
- Retain women and increase job satisfaction
- Increase the leadership capability within the industry
- Show gender diversity is a priority of the industry

## TFTC IS THE FUTURE THROUGH COLLABORATION

- TFTC is a joint initiative of Defence Industry thought leaders
- The program drives collaboration to address industry challenges
- Collective vision – To grow & enhance capability
- Successfully running since 2015, inducting over 110 participants in 2021
- The TFTC Mentoring Program is a not-for-profit initiative

## PROGRAM STRUCTURE



## BENEFITS & ELIGIBILITY

- Fast track learning and development gained from the mentor's expertise.
- Receive constructive feedback in key areas including communication, interpersonal relationships, change management, and leadership skills.
- Build stronger connections within the Defence Industry.
- To be considered as a Mentee, it is understood that you:
  - Have at least ONE year of experience within the Defence Industry, and;
  - Are a female engineer, Project Manager, Cyber or ICT experience.
- To be considered as a Mentor, it is understood that you:
  - Have at least FIVE years of experience post completing tertiary education;
  - Have at least THREE years of experience within the Defence Industry;
  - Hold an industry qualification, and;
  - Have the skill and experience to provide guidance to a mentee.

## EXPECTATIONS & COMMITMENTS

- The program runs from September to September
- Program Induction Training – ½ day (Mentors & Mentees)
- Two facilitated mentor or mentee sessions – 2 hours each session (4 hours per year)
- One combined facilitated session between mentees and mentors – 3 hours each session (3 hours per year)
- Monthly mentor/mentee discussion sessions – 1 hour each session (12 hours per year)
- The induction training and facilitated sessions form part of the program and are compulsory to attend. Please note, these sessions are conducted face to face and travel to the session location may be involved. Quarterly follow up call are conducted to monitor progress.