

## PROGRAM BENEFITS

### FOR MENTEES

- Benefit from skilled and experienced mentors to fast track your learning.
- Develop in key areas, including communication, interpersonal relationships, change management and leadership skills.

### FOR MENTORS

- Further advance leadership skills including active listening, asking the right questions and providing effective feedback.
- Learn through opportunities to support, guide and teach.

### FOR ALL PARTICIPANTS

- Build stronger connections within the defence industry.

## PROUDLY EMPOWERING WOMEN IN DEFENCE INDUSTRY

Developed in 2015, The Future Through Collaboration (TFTC) Mentoring Program is an award-winning, industry-lead, not-for-profit initiative designed to support the professional development and capacity building of women in defence industry.

TFTC delivers a structured program that provides mentee women working across STEM functions with access to their own defence industry mentor for a period of 12 months. More than 350 mentees have participated in the program representing more than 20 different organisations.

*The 2023 program runs from 1 September 2023 - 31 August 2024.*

*Applications open 8 May 2023 - 16 June 2023.*

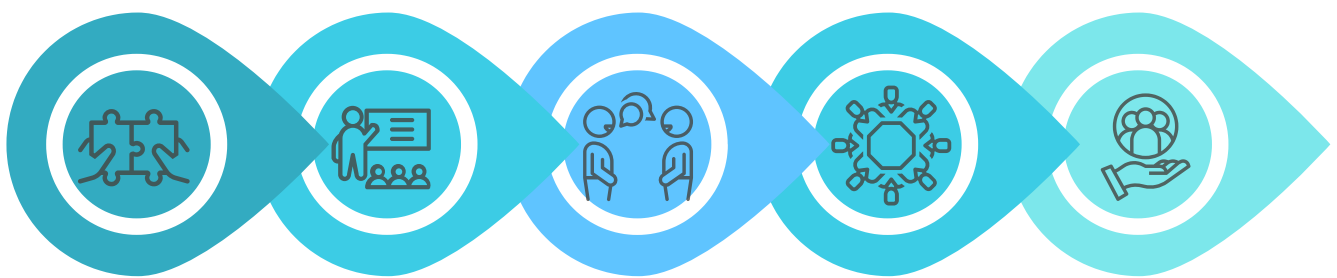
## YOUR COMMITMENT

- Complete the application form and phone interview.
- Dedicate ~1 hour a month for one-on-one mentoring sessions.
- Attend the 1/2 day induction session in September.
- Attend three 2hr quarterly meets in November, March, and June.
- Arrange any necessary travel to sessions.

# FORMAL MENTORING OPPORTUNITIES

## HOW THE PROGRAM WORKS

All mentees and mentors participate in an induction training session to ensure that they get the most out of the program. Mentee and mentor pairs meet monthly one-on-one and also attend quarterly facilitated peer group training sessions to support their ongoing success. The program's formal training is delivered by Leading Well, an organisation specialising in leadership, business coaching and mentoring programs.



### MATCHING

Participants complete application forms. Pairs are matched based on their applications

### INDUCTIONS

Induction training for both mentors and mentees to outline details and objectives of the program

### MEET UPS

Monthly meetings between pairs. If matched pairs are located in different cities, meetings to be via phone or online

### QUARTERLY SESSIONS

Quarterly facilitated sessions encourage learning and best practice to work through challenges

### ONGOING SUPPORT

Ongoing support provided by the TFTC Program Specialist

"My confidence and communication have improved significantly... I am clearer and more direct with my communications with management, and my confidence in public speaking has improved. There is more to improve on but a work in progress." - Mentee

"Having the ability to meet quarterly with the other mentees was so valuable; the interactive sessions with the facilitator and the mentees removed the stress and assisted with getting back into a routine." - Mentee

*We welcome new participants into the TFTC Mentoring Program. Please contact Sophie Wright at [tftc@kinexus.com.au](mailto:tftc@kinexus.com.au) to register your interest. Registrations close 16 June 2023.*