



## GWN's Cross-agency Mentoring Trial, 2020

### What is the GWN cross agency mentoring trial?

In response to a request by two women at an early stage of their public service career, GWN has created a trial mentoring model. The women, who have requested to remain anonymous in the selection phase, wanted to broaden their public service career horizons but have been unsuccessful finding suitable mentors in the right type of roles in their own agency.

GWN will use this initial mentoring trial to create a model which we may be able to re-use for future initiatives. For the trial, we are asking GWN Network Reps and their networks to put forward suitable candidates for mentors.

### What are we looking for?

Ideal mentor candidates for this trial are:

- someone with mentoring experience who is keen to work with a mentee from a different agency
- someone who can commit to spending an hour a fortnight on mentoring for a period of six to nine months
- someone willing to provide feedback to GWN throughout the process so that we can learn and adjust the model (this will be via a short survey or online meeting).

### Interested? Here's how you can help

- Read the mentee profiles and desired criteria to see if you or someone in your network would be a match (*see pg 3*).
- Send a short description of the mentor (similar in style to the mentees' profiles) to our [GWN email](#) by COB 26 November, 2020.

### Need resources?

Your agency may be able to provide established guidance or advice on mentoring. Resources offered by your own agency may provide the best starting point for you. If these aren't available, we will be able to share resources from other agency mentoring programmes.

## What happens next?

Once we have collected all submissions, we will submit these anonymously to the mentees for review. Depending on the number of submissions, GWN may assist the mentees to find a suitable match based on their supplied criteria.

When the mentees have selected their matches, GWN will arrange introductions. The mentoring pairs will organise regular catch-ups from then on.

We're hoping the pairs can meet once or twice before the end of the year to create momentum that can be carried into the new year.



## Mentee profiles

### *Mentee profile 1*

I'm a 25-year old Graduate Policy Advisor at the Ministry of Transport and this is my first time working in a full-time, professional job. I studied sociology and completed a Masters degree in university, which has influenced my interest in work around social research, analysis, and advocacy. I am also particularly drawn to projects around improving social outcomes, reducing socio-economic disparities, and empowering communities. Outside of work, I often enjoy going on bushwalks with friends and am a keen amateur gardener.

I am interested in being part of this mentoring relationship because I am at such an early stage of my public sector career; I am still navigating my position in the workplace, expanding my professional network, and figuring out my strengths and interests, which includes determining which direction I would like to progress my career development.

I would appreciate the support of a mentor who encourages open-mindedness and is interested in sharing what they have learnt from their experiences. I think I would benefit from a mentor who understands the struggles that accompany being a minority in the workplace, knows how to provide constructive feedback, and offers a safe environment to have discussions about personal growth for the both of us.

### *Mentee profile 2*

I'm a 29-year old who's worked in the public sector (NZ and Australia) for around five years. I'm ready for a new challenge, either in my current agency or another that better aligns with my interests. Currently, I work as a policy advisor in a Ministry, but I'm interested in gaining experience in entities that work on issues in the social justice space. I enjoy tramping, being entertained by the arts, discussing politics and feminism, cycling, reading, and volunteering in my spare time.

Ideally, my mentor would be a kind, direct, open-minded, and pragmatic person who has at least 10 years professional experience. I'd like to learn how to build my strategic and influencing skills from someone who has, or does influence the policy direction/strategy in their career (eg chief advisors, principal advisors, and/or senior solicitors). It would be interesting to be mentored by someone who has or does work in policy areas like the rule of law; policing; human rights; drug policy; and/or issues/laws that disproportionately affect women.

Ultimately, I think I'd benefit from guidance on how to professionally advance in advisor roles eg Principle Advisor (rather than management); connecting with people working in agencies or on issues I'm interested in; finding out about good training, learning resources, and interesting events; and how I can build and utilise my strengths.

