



**Premier
& Cabinet**
Office for Women's Policy

Lucy Mentoring Program

Program Objective

'Lucy' is an innovative leadership program with a primary focus on women in University studying business, finance, economics, accounting and law. The Program inspires, motivates and educates women about the opportunities available for employment and leadership in major corporations and the public sector.

'Lucy' is a partnership between the NSW Department of Premier and Cabinet, Office for Women's Policy (OFWP), Women Chiefs of Enterprises International and the Universities of Western Sydney, Sydney, New South Wales, Newcastle, New England and Technology, Sydney.

The Universities are responsible for management of 'Lucy' and provide support and guidance for the mentoring relationships.

The Lucy Mentoring Program aims to:

- Communicate to women the diversity of opportunities available for them in the private and public sector and the personal advantages of achieving job satisfaction;
- Provide an opportunity for women to work with senior business and professional managers;
- Provide women, particularly those from disadvantaged backgrounds, with access to a network of senior women in the private and public sector; and
- Provide women with a program which will encourage active decision making about their careers.

The Mentoring Relationship

Mentors are selected on the basis of their life and work experience in the private and public sectors and willingness to share their time, skills and workplace with a student. Mentors are generally senior managers and are recruited from the finance, accounting, business and legal sectors.

Students (from second year and above) are recruited from the relevant universities through an Expression of Interest (EOI) process. Applicants indicate areas of professional interest and these are matched as closely as possible with the mentor's area of expertise.

Role of Mentor

The role of the mentor is to inspire female University students to think about the range of work options available to them in the private and public sectors. The role of a 'Lucy' mentor in particular, is to use this opportunity to actively support these students seeking a career in the finance, business, accounting and legal fields. The mentor will share knowledge and experience to equip the student to meet the challenges often experienced by women in their chosen industry.

Responsibilities include assisting the student to:

- understand the private and public sector work environment
- develop an awareness of organisational norms, standards and values

- identify some of the keys to successful entry to and progression through an organisation
 - understand the importance of networks and how they work
 - learn through constructive feedback
 - maintain confidentiality (professional and personal).
- Mentors will benefit from:
 - Networking with other senior managers in the public and private sectors
 - Knowing that their contribution will assist in the development of future women leaders
 - Knowing that they have contributed to the goal of increasing the numbers of women with potential reaching middle and senior management positions.

Mentor Commitments

Over a period of weeks, mentors and students work together on a small work related project while also attending some larger group sessions to meet and learn from other program participants. The main components of the 'Lucy' Program include:

Briefings

Students attend an information session which is organized by their respective Universities. Mentors are invited to a networking function where they have the opportunity to hear from past 'Lucy' mentors and students and receive further information about the Program.

The Introductory Session (Session 1)

Provides mentors and students with the opportunity to meet as a group, complete the Mentoring Agreement and begin discussion about potential Work Based Activities.

The Work Based Activity (WBA)

Totals 35 hours in the mentor's workplace (e.g. this may comprise a series of half days or a block of time over a week). The WBA is a flexible arrangement which is organised to suit mentor-student commitments. The WBA encourages an understanding of the challenges of working in the corporate sector. The mentor and student meet regularly throughout this period at agreed times.

The Debrief

A debrief is held mid way through the WBA. Students and mentors attend a discussion panel to share experiences of the Program and allow mentors and students to network with each other.

Final Session (Session 2)

The final session involves attending a formal presentation by students on their WBA, and the presentation of completion certificates. This event provides an opportunity to network and complete Program evaluations.

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