

Link and Grow Mentoring Program 2024



Australian National University

School of Medicine & Psychology

The Link and Grow Mentoring Program is a 6-month virtual program that has been developed by The Link at ANU. This program aims to grow the careers of early and mid-career culturally diverse (non-Anglo Celtic) women (mentees) in healthcare. The 2024 program, which will be facilitated by expert leadership consultants, also supports mentors to better understand the unique experiences of women of colour in the workplace and to become inclusive mentors and leaders.

About the Program

The Link and Grow Mentoring Program combines informal mentoring sessions between mentees and mentors, with structured workshops and events facilitated by leadership experts. The workshops provide career, mentoring and inclusive leadership development of mentees and mentors. They also provide a safe place for participants to network, and to share and reflect on the experiences of culturally diverse women in medicine, as well as to discuss the role of leaders in shifting culture within teams and workplaces.

The Program will run from May to November 2024, with full schedule and dates found overleaf.

Who can participate?

Mentee

- Individuals who identify as culturally diverse women, and who are at the early and middle stage of their career (up to 15 years post fellowship) in healthcare, looking for a mentor and peer-support community to grow their careers.
- There is no restriction on discipline.
- Mentees must have capacity to attend all workshops as scheduled and meet informally with their mentor ~6-8 times over the program.
- We expect mentees will want to mentor within the program in future.

Mentor

- Individuals of any gender who are trained in medicine and who are now in leadership roles in the healthcare and health and medical research sector. This includes but is not restricted to clinician researchers, medical, nursing or allied health practitioners or executives who are committed to inclusive leadership practices.
- Mentors are not required to identify as culturally diverse.
- Mentors must have capacity to attend all workshops scheduled and meet informally with their mentee ~6-8 times over the program.



Connecting mentees with mentors from outside their own discipline and organisation.

INDEPENDENCE



A rigorous matching process based on critical factors for a successful mentoring partnership.

THOROUGH MATCHING



Participants are supported by experienced executive coaches and an online mentoring platform.

FULLY SUPPORTED EXPERIENCE



Calling upon the sector experience of The Link to deliver an initiative tailored to the healthcare and health research sectors.

UNDERSTANDING OF THE SECTOR



Key Dates

All sessions will be held virtually via Zoom.

Activity		LEADERSHIP Date
Mentee Meet and Greet	An introductory networking workshop to meet mentees in the cohort and hear from previous mentees	Tuesday 21 May 5:30 pm – 6:30 pm
Mentor Meet and Greet	An introductory networking workshop to meet other mentors in the cohort and hear from previous mentors	Thursday 23 May 5pm – 6 pm
Joint Initial Workshop (program kick-off)	A one & ½ hour session for mentees and mentors to meet and officially launch the program This initial session will focus on setting up mentoring pairs for success. The workshop will provide support and frameworks for mentees to reflect and be able to effectively drive the agenda of their mentoring sessions. Content includes: <ul style="list-style-type: none"> - Getting started with your mentoring partner - Mentoring success factors - Building trust virtually - Goal setting 	Thursday 23 May 6pm – 7:30pm
Joint Workshop Enhancing Inclusion	A deep dive into allyship and what it takes to create an inclusive culture. Introduces practical frameworks and tools to facilitate agile, adaptive and collaborative leadership. Explore dimensions that inclusive leaders consciously focus on and discuss why they are more important than ever in the current complex environment. Participants have the opportunity to discuss models and behaviours presented and how they apply to their own experiences and mentoring journey.	Wednesday 5 June 5pm – 7 pm
Mentee Peer Discussion	An opportunity for mentees to network and explore content together in a semi-structured format	Tuesday 16 July 5:30pm – 6:30pm
Panel Discussion	A panel of select mentors will answer participant questions and share insights in their careers	Tuesday 20 August 5:30pm – 6:30 pm
Impact Sharing Finale	This event marks and celebrates the conclusion of the program. Participants share key learnings from the program and mentoring pairs are given time to wrap up their experience	Wednesday 6 November 5pm – 6pm

How to participate

The Link and Grow Mentorship Program website: <https://medicalschoool.anu.edu.au/connect/link/link-grow-mentoring-program>. There are limited places in the Program to ensure it is an interactive and tailored experience. **To register to take part in the 2024 cohort**, please complete the registration form at: [2024 Link and Grow Mentorship Registration](#)

Cost to participate

There is a \$2200 participation fee for Mentees to take part in this 6-month, expertly facilitated mentoring program. Payment via credit card: [2024 Link and Grow Mentee Payment](#). There is no fee for mentors to participate.

Applications are due by Friday 29th March 2024 and will be reviewed by ANU Link against the Program aims. Successful participants will be notified by the 19th of April 2024.

For more information please contact:

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