

# POWERful WOMEN Leadership Program



## *Information about being a PWLP online mentor in 2022*

**[Register your interest here to be a mentor in the Powerful Women program in 2022](#)**

The API's POWERful Women leadership and career development program (PWLP) is focused on developing a community of 200+ current and future female leaders for the Australian power sector over 2022-2024.

82 women are participating the PWLP in 2022 including undergraduate students, graduates and experienced professionals from across Australia.

The PWLP includes online workshops and learning activities, attendance at the API's residential Summer School and PWLP Early Career Retreat, and live and online mentoring activities throughout the 2022 year.

**We are now recruiting experienced professionals from across the API community to contribute to the PWLP program as one-on-one mentors in 2022.**



### **What's involved in being a PWLP mentor?**

You can contribute as a mentor in various ways but the main activity is to join our online mentoring community to be a 1-on-1 mentor. We use the [online Mentorloop platform](#) to enable direct connections between our mentors and our 82 mentees. You can then arrange to meet on your own terms during the year (in person, video conference, telephone – what ever works for you). You can connect with one person or with several depending on your availability. We also have live in-person and online activities happening through 2022 that you can contribute to – our program is flexible!



### **What time commitment am I making as a mentor?**

The time commitment required will be over the next nine months, but actual time involved will depend on the goals set by the mentor and their mentee, and what the mentor and mentee want to get out of the mentoring relationship. It might be a 5 minute check in every 2-3 weeks or an hour session once a month, or something completely different. It's up to you!

### **Who can be an API PWLP mentor?**

We are mainly looking for experienced professionals in the power sector, but are open to Expressions of Interest from anyone interested. We are eager to recruit female mentors too given

the focus of the Powerful Women program but mentors do not need to be female (women are preferred as their 'lived experience' in succeeding in a male dominated industry is important, however, men are not excluded and also have a lot of insights to offer).

As the use of the Mentorloop platform by mentors has a fee that is paid by the API we are preferencing mentors from [API member organisations](#) but will apply our discretion.

## What topics do the Powerful Women participants seek mentoring on?

The key themes of the PWLP are identifying and developing the leadership skills and technical knowledge needed to be leaders in the power sector; also the career opportunities and pathways, and insights into developing successful careers in power... but what each participant seeks from a mentor/mentee relationship is very different! Common topics among our participants include:

- ✓ Your personal career pathway in the power sector
- ✓ Leadership in the power sector; what skills needs to be acquired by a professional to become a great leader/executive?
- ✓ What do orgs look for when recruiting senior managers? Are these skills sets going to change with the transformation of the sector?
- ✓ What are the opportunities for careers in power in the future (and the new skills and knowledge that is needed)
- ✓ Challenges and opportunities for women in power
- ✓ Out of the box thinking: What would you did if not constrained by the existing systems? How would you change the existing systems?
- ✓ Where is the industry headed; what challenges does it face and how are they going to be actioned?
- ✓ What lessons have we learnt from other industries? Can they be translated to Power? How?
- ✓ What is your organisation's strategy and how do you develop strategy?

## What support is available for mentors?

The API staff team are available to support our mentors including setting yourself up on the Mentorloop platform and on identifying and working with a mentee. Our system includes the option to link you to mentee(s) based on your and their profiles and interests or for you to individually select a mentee. We have also co-created resources with Mentorloop on getting started as a PWLP mentor. The Early Career participants (Students and Graduates) are completing a structured Career Development Plan that can form the basis of a range of mentoring discussions.

Mentorloop also offers the following broader resources:

- [Being intentional with your Mentoring Time](#)
- [How long should mentorship last?](#)
- [Mentoring is not...](#)

## Where can I find more information about the PWLP and the API?

Visit the PWLP website: [www.api.edu.au/PWLP](http://www.api.edu.au/PWLP)

Contact the API team:

**Kirsten Pain**

Powerful Women Leadership Program Coordinator

[Kirsten.Pain@api.edu.au](mailto:Kirsten.Pain@api.edu.au)

