

NZSA Mentoring Program AGM Report Nov 22

Lisa Thomasen

For years, NZSA members have discussed the benefits and possibilities of mentoring amongst our members. I'm excited to share that the first cohort of the NZSA Mentoring Program has now come to an end and that plans are in place to launch a second cohort early in 2023.

The Purpose of the NZSA Mentoring Program is to:

- Develop the next generation of statisticians
- Build community & broaden networks within the NZSA
- Support statisticians working on their own / in small teams

The program was launched in March 2022 via a webinar attended by over 60 NZSA members. Participants expressed interest in being involved by completing a short survey. Responses were used to match the 14 mentor / mentee pairs with pairings being communicated to participants throughout the month of April.

Before sending an intro email to the pairs, both the mentor and mentee had to acknowledge that they agreed to the following:

- Are happy to proceed with the mentor/mentee you have been paired with
- Commit to being involved in the program for 6 months from May - Oct 22 and having at least 3 catchups with your mentor throughout this period
- Agree to the NZSA Mentoring Program Code of Conduct
- Are a current NZSA member

At the start of June, meet and greet sessions were held for both the mentors and mentees. These sessions provided an opportunity for participants to get to know others in the program. Some tips and advice for getting the most out of mentoring were also shared in these sessions which generated some good discussion.

Program close out sessions were held for both the mentors and mentees in early November. These sessions provided participants with an opportunity to share with the group their experiences of being involved in the program. There were lots of highlights to share as well as ideas for improving the program in the future.

All mentors and mentees have been sent a close out survey to collect insights more formally. I will analyse the survey responses and write a report for the NZSA committee which summarises the first year of the program.

Future cohorts of the mentoring program will be offered in 2023 and beyond with the goal of cementing mentoring and its benefits as part of the culture of the NZSA. I plan to open up expressions of interest early in the New Year with the second cohort likely to kick off in March 2023.

I would like to give a massive thank you to everyone who was involved in the program. Mentoring programs can't happen without people who want to be mentored and people willing to mentor. Thank you to you all for being willing to give this first cohort a go - it has been a pleasure collaborating with you all!

I would also like to thank Ian Westbrooke and Beatrix Jones for being willing to be contacts for the program's code of conduct.

I look forward to building on the momentum that has been created this year. I hope to see many familiar faces and many new faces signing up for the next phase of the program.

For more information about the mentoring program or to share ideas or express interest in being involved, please get in touch! lisa.thomasen@fonterra.com