

NZSA Mentoring Report May 23

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Cohort 2 of the mentoring program recently came to an end.

A few stats on Cohort 2:

- 14 mentors – 8 of whom were involved in Cohort 1
- 22 mentees – 4 of whom were involved in Cohort 1
- 10 mentoring pairs
- 4 mentoring groups with 2 – 3 mentees
- 1 peer mentoring group
- 2 people involved as both mentors and mentees
- 33 people attended 2023 launch webinar in March
- 22 mentors / mentees attended meet & greet sessions in May

After the success of last year's program, it was exciting to see many new people getting involved with the program this year. There are also 12 people who were involved for a second year which is a great testimonial to the benefits of the program.

Mentors and mentees were matched throughout the month of April, with the program kicking off in May. Meet and greet sessions were held in May, August and November for both mentors and mentees to give participants the opportunity to get to know others in the program and discuss their trips, learnings and experiences.

This year the options were expanded from mentoring pairs to a variety of different options.

Group Mentoring

This year there were 4 mentoring groups consisting of 1 mentor and 2 or 3 mentees. Feedback from last year indicated mentees felt there was a lot they could learn from each other, as well as from their mentor. The expectation of these groups was that they meet up together, rather than the mentor having 1:1s with their mentees.

Peer Mentoring

This year there was one peer mentoring group made up of 3 mentees. They were encouraged to facilitate discussions between themselves. The advantage of offering peer mentoring is that mentees can still be involved in the program even when there is an imbalance of mentors and mentees.

Being a mentor *and* a mentee

Two of this year's participants are involved in the program as *both* a mentor and a mentee. Both individuals were involved in the program last year, one as a mentor and one as a mentee.

Technical Discussion Groups

This year's survey included the option of technical discussion groups. There was a lot of interest in this option, but I decided not to pursue this option this year. Everyone who selected this option, was

also interested in at least one other mentoring format. There is also a very diverse set of technical areas that people are interested in. I think there would be benefits to offering technical discussion groups in future. I am keen to see if there is anyone else who would be interested in helping to organise the technical discussion groups. This could be something offered in conjunction with the continuing professional development team or perhaps even a benefit for corporate members.

Cohort 2 Overview and Plans for Cohort 3

I am currently in the process of collecting feedback from all of this year's participants to learn about the successes of the program and opportunities for improving future cohorts. I will be writing up a summary of this year's program over the coming months.

Cohort 3 will be offered in 2024. Many aspects of the program will remain the same, but I will be making some adjustments based on the feedback and ideas from this year. Details for next year's program will be sent out via the NZSA mailing list, but feel free to contact me if you'd like to express interest in being involved or find out more.