



**Institute of Finance Professionals New
Zealand Inc (INFINZ)**

Mentoring Programme

March 2019



Aim & Structure

The INFINZ Mentoring Programme was established in 2014 with the goal of developing younger or less experienced people in the industry and providing a new and interesting proposition to our emerging leaders and young professionals.

This programme aligns with the INFINZ mission to foster professional development and education of members within the New Zealand financial and capital markets.

Read the following extracts from the INFINZ Journals:

["A Two Way Street"](#) - the benefits of those taking part in INFINZ's Mentoring Programme

["Lean on Me"](#) - Roimata Mitchell shares her Mentoring experience

In 2018, a "two tier" mentoring programme was established, providing a tailored offering for both Emerging Leaders (EL – those aged in their 30s), and Young Finance Professionals (YFP – those in their 20s):

1. EL mentor programme: Senior mentors will be assigned to a new cohort of EL mentees, each of whom will be expected to mentor a YFP in 2020.
2. YFP mentor programme: The EL candidates that were accepted into the 2018 EL mentoring programme will act as mentors to a new YFP cohort of mentees in 2019.

The following information sets out the programme to apply in 2019.

APPLICATIONS ARE DUE BY 3 MAY 2019

Programme Framework

Below is an outline of the selection and appointment process to be employed in 2019.

- A subcommittee of the INFINZ board has been formed, tasked with running the mentor programme.
- A panel of mentors has been put together but additional mentors are welcome as this will add to the number of potential mentees able to be assisted – please contact the Executive Director, Jim McElwain exec@infinz.com, 021 632047.
- The programme is aimed at mentee applicants with at **least two years' work experience**, and who are under 40 years old.
- Selection of mentees is strongly influenced by the clarity that applicants have with respect to what they wish to obtain from the programme.
- **Applications are due by cob 3 May 2019.**
- INFINZ Sub-committee will assess applicants and select 18 EL and 18 YFP mentees, and match each to one mentor. The aim of this process will be to find good matches, and also to foster cross-discipline learning across the industry subsets represented in the mentor group.
- Mentors and mentees will be put in touch and interaction begins
- Mentoring contact will run from May to the end of March 2020. At least monthly contact between mentors and mentees is recommended, ideally face-to-face, with perhaps brief phone or email contact between those meetings.
- Content or mentoring process should be left up to each mentor/mentee pair, based on the pairs' respective backgrounds and aspirations – please see the Materials for Mentors and Mentees attached.
- Two networking events are held in each of Auckland and Wellington during the mentoring year, where current and past mentees can meet the current mentors, board members and other selected senior members.

Mentee Selection Process

Mentees are invited to submit an application in the form attached. The aim is for this to be free form so mentees can express what they wish in support of their application. **Application due date 3 May 2019.** Please send applications to: events@infinz.com

Successful applicants will be notified during May 2019.

It will be a condition of entry for mentees that they are INFINZ members and with member subscriptions paid up for the membership year ended 31 March 2020. Please contact Iona Gibbs admin@infinz.com to apply or renew your INFINZ membership.

Should mentee applicants or prospective mentors have any questions about the mentoring programme, please do not hesitate to contact the Executive Director at exec@infinz.com, 021 632047.

INFINZ Panel of Emerging Leader Mentors



Graham Ansell, Licensed Independent Trustee and Investment Consultant, Auckland

Graham until recently was the GM of Investment Management at ANZ Investments. Prior to this role Graham was the Head the Fixed Interest, with a primary focus on duration and yield curve management. Prior to joining ANZ Investments in 1996, Graham had 9 years' investment experience including 8 years at the Reserve Bank of New Zealand. After spending 4 years within the Monetary Policy Implementation section of the Reserve Bank, he moved on to the Bank's Foreign Reserve Management office, spending a further 4 years managing their USD, Yen and DMK fixed interest portfolios.



Abby Foote, Director, Christchurch

Abby is a professional director with experience as a director of both NZX and Crown companies. She brings a strong analytical and strategic focus to her governance roles, coupled with a critical awareness of corporate governance and risk management issues.

With qualifications in both law and accounting, Abby's career has covered both disciplines, focusing on corporate finance, treasury and commercial transactions. She has experience in a number of diverse areas including mergers and acquisitions, treasury and structured finance transactions, telecommunications, management of large projects and strategic development and implementation.

Abby is currently a director of Z Energy Limited, Sanford Limited, Freightways Limited, TVNZ and Museum of New Zealand, Te Papa Tongarewa. She has also served on the boards of Livestock Improvement Corporation (LIC), the New Zealand Local Government Funding Agency Limited and Transpower New Zealand Limited amongst others.



Mark Edwards, Director Institutional Sales, BNZ Markets, Auckland

Mark runs the Financial Markets Sales team for the BNZ Institutional Markets Sales business. He has worked in the NZ financial markets for 19 years after graduating from the University of Waikato with an honours degree in Management Studies (Finance).

In his time in the markets Mark has worked for a range of institutions in NZ and Australia, including domestic trading banks, investment banks, and in the treasury departments of Fletcher Building and Fonterra Cooperative Ltd. Marks experience covers trading, sales and corporate risk management in both interest rate and foreign exchange products and brings the benefit of understanding client needs from his time as a corporate dealer.



Anya Wicks, Director, Governance, Fonterra Co-operative Group Limited, Auckland

Anya Wicks is the Director, Governance and Company Secretary at Fonterra Co-operative Group Limited, responsible for the effective management of Fonterra’s governance model. Anya also oversees the Group Policy function.

Anya joined Fonterra in 2005 and before commencing her current role was Deputy Treasurer, responsible for funding and liquidity management for the Group and offshore subsidiaries, key stakeholder relationships and financial risk management policies.

Prior to joining Fonterra Anya spent 10 years working in the financial markets, holding positions with the Bank of New Zealand and Goldman Sachs in London. Anya has a Bachelor of Laws from the University of Otago.



Richard Wallace, Corporate and Structured Finance, Independent Consultant, Auckland

Richard Wallace is an independent consultant based in Auckland advising companies on corporate and structured finance. He was a Director in Institutional Banking and Markets at Commonwealth Bank between 2007 and 2017 where he worked with large New Zealand companies providing structured finance and leasing products.

Prior to joining Commonwealth Bank, Richard was General Manager Funding at Air New Zealand and Financial Strategy Manager at Telecom Corporation. Richard commenced his career as an economist with the Reserve Bank of New Zealand followed by seven years in corporate advisory with Southpac Corporation Limited.



Kim Martin, Head of Funding Strategy and Engagement, NZ Debt Management, The Treasury, Wellington

Kim leads the development of New Zealand’s Core Crown debt funding strategy. She is also responsible for developing and implementing the strategy for engagement with investors and credit rating agencies. She joined the Treasury in June 2017, with eighteen years of private sector experience as a market strategist and financial analyst.

Prior to joining the Treasury she was the senior market strategist at the Bank of New Zealand, specialising in interest rates and foreign exchange. Before that, she spent almost a decade in London, primarily working for JPMorgan investment bank, where she held the role of global equity strategist. Previously, Kim worked as an architect and project manager on assignments throughout Asia, based in Singapore.

Kim holds a master’s degree from the London School of Economics.



Anthony Edmonds, Implemented Investment Solutions (IIS) & InvestNow, Wellington

Anthony established IIS in 2011. IIS is a New Zealand investment management company which works with global managers to make their investment solutions available to Kiwi in PIE compliant NZ investment funds. Anthony has also established InvestNow, which is a fast growing online investment management platform.

Prior to establishing IIS, Anthony provided consultancy services to a range of investment companies, including RaboPlus, Kiwibank, HSBC, Russell Investments, Fisher Funds, ANZ National Bank and Mint Asset Management.

Previously Anthony was the Head of Sales and Marketing at AMP Capital Investors where he held overall responsibility for distribution strategy.



Andy Morris, Consultant at Investment Firm, NZAM, Auckland

Prior to joining NZAM in 2011, Andy had 25 years banking experience with Westpac Bank and the Lloyds Bank Group.

Andy has significant expertise in financial, capital markets and management having held the positions of General Manager – Europe and Americas for Westpac; Joint Treasurer for Lloyds Bank, Australia; and Head of Wealth for Westpac in New Zealand.

Andy has a Bachelor of Commerce from the University of Canterbury.



Reuben Tucker, Head of Transaction Banking New Zealand & Pacific, ANZ, Auckland

Reuben Tucker heads ANZ’s Financial Institutions Relationship business in New Zealand. Prior to this he was the bank’s Global Head of Bond Origination, responsible for the development of the ANZ’s global debt capital markets platform, in particular building its Asian platform.

Reuben has almost 20 years experience in the Asia-Pacific financial markets with experience across the US, European and Asian local currency fixed income and derivative markets.

Prior to joining ANZ, Reuben held roles in Asia with Barclays Capital and BNP Paribas overseeing debt origination and advisory businesses across the Asian region with a focus on emerging markets.



Will Goodwin, Head of Direct Investments at NZ Super Fund, Auckland

Will is Head of NZ Direct Investments for the Guardians of New Zealand Superannuation (Guardians). He is responsible for developing and managing the Guardians direct/private equity investments and listed investments in New Zealand. Will joined the Guardians in 2016 from Todd Minerals (a wholly owned subsidiary of the Todd Corporation) where he was CFO based in Sydney.

Will is currently a Director of Kiwi Group Holdings (parent of Kiwibank) and has previously served on listed and unlisted Boards across mining and property development.



Pip Dunphy, Independent Director, Auckland

After a successful career spanning twenty years in the capital markets, banking, and finance, Pip took on a new challenge to become an independent director.

Recent appointments include the Fonterra Shareholders Fund, Abano Healthcare Ltd, First Gas Ltd and Transpower New Zealand.

One of the first New Zealanders to become a CFA charterholder in 1997. A qualification that is now the benchmark for investment managers.



Sara Double, Impact Capital, Auckland

Currently with Impact Capital, Sara was a Director of Debt Markets and Institutional Lending at CBA in New Zealand. This involved assisting CBA’s corporate clients with their borrowing requirements in the form of bilateral and syndicated loans, arranging and underwriting syndicated facilities and debt capital markets origination. Before joining CBA Sara spent 12 months as a corporate finance and treasury consultant assisting companies managing their debt and equity portfolio and treasury risk management. Prior to this Sara was Group Treasurer of Fletcher Building Limited for 13 years, and was responsible for managing the Group’s treasury functions around the world including managing their debt and equity and credit, interest rate, foreign exchange and commodity price risk. Before joining Fletcher Building, Sara worked for Fletcher Challenge Limited, ICI NZ Limited and overseas.



Kara Daly, Special Counsel, MinterEllisonRuddWatts, Auckland

Kara is a senior lawyer with more than 30 years' experience across banking and finance, securities and commercial law. Kara was a partner at Rudd Watts & Stone (now MinterEllisonRuddWatts) in the late 90's, and following a period as a senior in-house counsel at Spark, Kara became a Consultant with Chapman Tripp in their banking and finance team. In 2005, Kara established and managed a boutique commercial law firm, Morrision Daly, with her business partner before returning to MinterEllisonRuddWatts in 2010 as a Special Counsel in the firm's banking and financial services team. Kara specialises in financial services transactions and regulation, debt capital markets, insurance, digital commerce (including Fintech), governance and commercial advisory work.



Paul Goodwin, Managing Director, Institutional ANZ, Auckland

Paul leads ANZ's Institutional business in New Zealand. The Institutional business manages large client relationships and provides specialised markets, transactional and financing products and solutions to the bank's customers. In doing so, it supports some of New Zealand's largest companies operating in a wide range of industries, both in New Zealand and offshore.

Paul has more than 25 years' experience in banking and finance and has been with ANZ New Zealand since 2004, where he was previously Head of Institutional Relationships. He has held senior corporate finance roles at Credit Suisse and The National Bank of New Zealand and worked for Ernst & Young in New Zealand and the United Kingdom. A graduate of Victoria University of Wellington, Paul is also a member of the Executive Boards of the New Zealand China Council, INFINZ and the Sustainable Finance Forum Leaders' Group



Mark Hiddleston, Managing Director, Commercial & Agri, ANZ, Auckland

Mark leads the Commercial & Agri business in New Zealand representing teams that deliver relationship management to customers with annual turnover ranging from \$2-\$250m. The Commercial & Agri business includes UDC Finance and Property Finance.

Recent roles at ANZ include Commercial & Agri General Manager Auckland & Northland, Head of Specialised Lending, Head Debt Syndication and he established ANZ's Corporate Leveraged Finance team. Mark has over 20 years' experience in the financial services sector covering a broad range of roles and organisations in New Zealand and the United Kingdom. He's currently on the Board of UDC Finance.



Gavin Walker, Professional Director and Chair, Auckland

Gavin (ONZM) is a former investment banker with 25 years' experience having worked in Australia and New Zealand in the capacity of Chief Executive Officer, Bankers Trust. Today he serves on various Board including Chairman of ASB Bank and Commonwealth Securities, Chairman of Kirin Beverages (Japan) International Advisory Board and Independent Director on the Lion Pty Limited Board. Until recently, Gavin was Chairman of Sovereign Insurance; the UFB Steering Committee (charged with monitoring the rollout of ultra-fast broadband throughout New Zealand by 2019) and Guardian/Chair of the New Zealand Superannuation Fund. He has held former leadership/director roles in not-for profit organisations including the New Zealand Rugby Union and the Arts Foundation.

Emerging Leader Mentors of YFP

Mentees



Greta Hollies, Commercial Partner, BNZ, Auckland

Greta is a Commercial Partner at BNZ, managing a portfolio of Commercial sized businesses, ranging across multiple industries.

Greta has worked for the BNZ/NAB group in Auckland, London and Hong Kong covering several areas – Commercial Banking, Institutional Banking (EU&I, Primary and Financial Institutions) and a Work-out set. Preceding her move overseas, she was part of the Debt Capital Markets team at BNZ, having moved from the Finance team, where she started as a graduate.



Bryan Ventura, Associate, Lowndes Jordan, Auckland

A graduate of the University of Auckland, with a BCom (majoring in finance and marketing), and an LLB (Hons).

Bryan's career began as a judges' clerk at the Auckland District. After establishing a business venture, he worked in-house at NZX, where he led NZX's review of the CBL Insurance, Tegel, Investore Property and NZ King Salmon IPOs. Bryan then moved to DLA Piper where he worked on securities law, investment funds and financial regulation. Bryan is currently a corporate and commercial lawyer at Lowndes Jordan, with a working interest in fintech and blockchain/crypto.



Rohaan Mohanty, Foreign Exchange Dealer, BNZ, Auckland

Rohaan's primary responsibility of the role is to manage a portfolio of business, commercial and corporate foreign exchange customers. This includes assisting in formulating risk management strategies for clients, executing FX transactions, educating customers around FX, providing market commentary and execution strategies.

Rohaan has a BA Honours Degree in Banking & Finance from London and over ten years of varied experience in financial markets and service.



Megan Glen, Portfolio Manager, NZ Direct Investments, NZ Super Fund, Auckland

Megan is currently a Manager in the NZ Super Fund's NZ Direct Investments team responsible for managing their investments in Kiwibank in addition to reviewing new potential private investment opportunities in NZ. She is also responsible for resourcing and managing the three investment analysts in the team.

Prior to joining the NZ Super Fund in August 2016, Megan worked for 12 years in the investment banking industry. Spending 7 years with First NZ Capital's investment banking team in Auckland before joining Credit Suisse's Financial Sponsors/Leveraged Finance team as a Vice President and then Director in New York for 5 years.



Timothy Wixon, CFA. Head of Tech Industry, BNZ, Auckland

Tim leads BNZ's tech banking team and manages a portfolio of high value and high growth business clients in the tech sector.

Tim is a chartered financial analyst, a qualified Barrister and Solicitor of the High Court of New Zealand, has a Bachelor of Commerce: Major in Finance, Minor in Economics and is studying towards a Masters of Commercialisation and Entrepreneurship at Auckland University.



Wei Lun Ho, Analyst (FIG), ANZ Institutional, Auckland

Wei is currently with the ANZ institutional relationships team as an analyst covering the credit & capital management of Financial Institutions & Government (FIG) sector.

Prior to this, Wei was an associate within the ANZ Investment portfolio management team implementing and executing investment portfolios within ANZ Private Banking based on their risk profiles and objectives.



Megan Blenkarne, Team Leader Issuer Compliance, NZX, Wellington

Megan joined NZX in 2015 after 10 years in the finance industry (first at the Securities Commission and latterly at Westpac).

Megan has a strong interest in the people aspect of the markets, including by helping her team to perform at an optimal level and working to enhance engagement across their stakeholder group to achieve good outcomes in New Zealand's capital markets.

Megan was the recipient of the INFINZ Emerging Leader Award in 2018.



Mudasir Matto, Treasurer, University of Auckland

Currently Treasurer at University of Auckland, since November 2017. Prior to that Mudasir lived and worked in Wellington, where he spent six and a half years with Contact Energy - starting as a Portfolio Analyst, and later as Assistant Treasurer. He has worked in BNP Paribas as a Senior Unit Pricing Analyst, and helped set up unit pricing systems and processes on a secondment to their Singapore office.

Mudasir has lived and worked in over five countries and is a firm believer in the strength of diversity. He has over 15 years' experience in financial markets, and has a Masters in Applied Finance from Victoria University of Wellington. Committed to a growth mind set, he is working towards completing the Chartered Financial Analyst (CFA) qualification.



Zoe Wallis, Head of Transactions and Payments, Kiwibank, Wellington

Zoe Wallis heads up the Transactions and Payments business at Kiwibank where she is responsible for overseeing the bank's domestic payments solutions for customers including credit, debit and prepaid cards, as well as everyday banking. Prior to this Zoe was the Chief Economist at Kiwibank where she ran the economics team, producing forecasts and research for the NZ economy. Prior to joining Kiwibank,

Zoe worked in a range of roles in the Financial Markets Department at the Reserve Bank of New Zealand and spent a couple of years in London working in financial markets. Zoe is a CFA charter holder and has an honours degree in Economics and Finance from the University of Canterbury.



Felicity Gibson, Head of Clearing, NZX, Wellington

Felicity is currently Head of Clearing at NZX Limited, responsible for teams working across the pre and post trade operations of the market. She has a background in law and financial markets, and is a qualified lawyer.

Prior to her current role she oversaw the Issuer Regulation team at NZX, as well as working in legal roles in the Financial Services Authority in the UK; HSBC UK; Financial Markets Authority in New Zealand and Meridian Energy Limited.



Stuart Ewington, Associate Director, BNZ Institutional Bank, Auckland

Stuart is an Associate Director in BNZ's Institutional Bank, specialising in Consumer, Manufacturing and Diversified industries. Stuart assists his client's growth and funding aspirations with a range of skills across many types of asset and cash flow backed lending, insurance wrapped, receivables and borrowing base financing solutions. He also has three years' banking experience across Property, Healthcare and Industrials industries.

Prior to Institutional banking, Stuart had a diverse background in internal finance roles supporting the leaders of Business Banking, Strategy and Marketing functions. Stuart started his career at Deloitte in the Corporate Tax function supporting large inbound and outbound clients, having graduated with a Bachelor of Commerce in Economics and Finance from Canterbury University.



David Buell, Head of Distribution at Quay Street Asset Management, Auckland

David Buell is the Head of Distribution at QuayStreet Asset Management. He is responsible for the growth of the business through the institutional, wholesale adviser, IFA, retail and kiwisaver channels. Prior to this role, he was the Associate Director-Retail at AMP Capital, where he was primarily responsible for the wholesale and IFA distribution business. Prior to this he was a client relationship manager at Russell Investments where he managed a number of key accounts and was responsible for sales and business development. He also worked in an investment analyst role, conducting performance analysis for large institutional clients, and researching and analysing multiple asset classes.

Prior to this, David was employed as an investment adviser with the Investment Research Group which involved researching markets, investment analysis, portfolio design and review, as well as executing trades on behalf of clients. He has also worked as an assistant fund accountant at Capita and an equities dealer with TD Direct Investing (Europe).



Anastasiya Gutorova, Senior Associate, Simpson Grierson, Auckland

Anastasiya is a corporate Senior Associate at Simpson Grierson, specialising in M&A, capital markets, and corporate governance. Anastasiya advises a wide range of clients, including top New Zealand private and public companies, private equity firms, and overseas investors.

Anastasiya has a BA (majoring in Economics), LLB and LLM from the University of Auckland.



Dickson Lee, Solicitor, Chapman Tripp, Auckland

Dickson is a lawyer specialising in debt and equity capital markets (both international and domestic) and finance with Chapman Tripp.

He is concurrently admitted as a solicitor in the High Court of New Zealand and the Supreme Court of Singapore.



Elena Still, Commercial Manager - Major Client Group, Westpac, Auckland

Extensive experience in business banking and transactional. Currently a Commercial Manager (MCG Group) at Westpac. Managing a portfolio of commercial banking customers with lending needs in the range of \$5-15million.

Having started her career working at BNZ in business then transactional banking. Took time off to have 3 kids. Rewarded with multiple promotions for leadership and performance. Has a Bachelor of Business: Major in Finance and Marketing.



Mahina Puketapu, Maori Investment Manager, NZTE, Wellington

After graduating Victoria University, Mahina moved to New York where she had a start-up business in the health and fitness industry. After 5 years in New York and successfully selling the business, Mahina returned to Wellington where she took up a role at The New Zealand Stock Exchange as a Financial Analyst.

Mahina is now an Investment Manager at New Zealand Trade and Enterprise where she supports New Zealand companies to grow internationally via investment.

Mahina is passionate about Māori business and is the Deputy-Chair of Port Nicholson Block Settlement Trust and Associate Director on Taranaki Whanui.

Mahina holds a Bachelor of Commerce in Accounting and Commercial Law, Graduate Diploma in Professional Accounting and is currently completing a Master of Business Administration (MBA) from Victoria University of Wellington.



Rachel Hunt, Manager Management Consulting, KPMG, Auckland

Rachel works as a Manager in KPMG's Management Consulting team where her primary focus is Financial Services.

Prior to consulting Rachel spent five years in banking, working in a number of roles. Rachel enjoys the problem solving and communication aspects of consulting, and is passionate about helping businesses improve their performance in a sustainable way to deliver better outcomes for their customers.

Rachel holds a BCA/BSC degree in Economics and Mathematics



Alex Zhao, Financial Accountant, English Language Partners New Zealand (ELPNZ), Wellington

Currently a financial accountant at ELPNZ, Alex has over 10 years' working experience in accounting. He worked at Grosvenor Financial Services Group Limited (Booster) as an assistant accountant for 3.75 years.

Alex is a Chartered Accountant, and has a Masters degree in Applied Finance at Victoria University of Wellington.



Tim McSweeney, Portfolio Manager – Wholesale, Genesis Energy, Auckland.

Tim is currently Portfolio Manager in Genesis Energy’s Wholesale Team, and primarily focuses on wholesale electricity and carbon markets. He is responsible for managing the Genesis long term position in the wholesale electricity market. He has a special interest in carbon markets and currently serves, as Genesis Energy’s representative, on the Drylandcarbon investment advisory committee. He has previously worked as a Derivatives Trader, and a Wholesale Market Analyst.

Tim has degrees in finance and statistics from the University of Auckland and is taking the level 3 CFA exam this June. In the weekend, he is a handy lower order batsman for the Genesis T20 cricket team.



Geoff Smits, Senior Treasury Dealer, Mercury NZ Limited

Geoff is the Senior Treasury Dealer for Mercury. Geoff assists with the management of Treasury risks on a day to day basis, including managing cashflows, debt facilities and the development of hedging strategies. He also assists in the formation and execution of M&A and development opportunities.

Geoff has over 15 years of experience in the electricity industry. Prior roles within Mercury include Corporate Finance Analyst, Spot Trader in the Wholesale Electricity Market and as an operator of the Waikato River hydro generation system.

Materials for Mentors and Mentees

A mentor's role

A mentor is a respected and experienced person who agrees to work with a mentee to assist them in gaining knowledge and skills needed for their professional and personal development.

A mentee's role

A mentee is a less experienced person who is willing to work with, and learn from a more experienced person (mentor) to develop the knowledge and skills needed to reach their professional and personal goals

Essentials for Mentors

Mentoring Agendas

Career Development

Mentoring can be used to assist the mentee in developing career strategies by:

- Identifying specific areas for career development opportunities to assist the mentee's career aspirations
- Providing examples and sharing experiences of career development

Professional Development

Mentoring can be used to help the mentee develop professional competencies by:

- Identifying areas where the mentee can develop their professional capability
- Planning and structuring professional development opportunities
- Providing objective feedback on the mentee's professional conduct (if applicable)
- Helping to expand the mentee's own professional network of contacts
- Supporting specific skill/technical development

Leadership Development

Mentoring can be used to develop the mentee's leadership capability and practice by:

- Identifying areas where the mentee needs to develop leadership behaviours
- Planning and structuring leadership development opportunities
- Providing objective feedback regarding the mentee's leadership practice
- Role modeling leadership behaviours
- Providing examples and sharing experiences of effective leadership practice

General Support

Mentoring can be used to help the mentee reach their learning and development goals by:

- Acting as a sounding board for the mentee to seek professional and career advice
- Assisting mentees in articulating their ideas
- Providing encouragement and ongoing support
- Sharing insight into organisational culture and politics

Your Role as a Mentor

What is your role as a mentor? (DO's)

As a mentor, you may:

- Assist in identifying the mentee skills
- Help the mentee set career and/or development goals
- Advise on strategies for goal achievement
- Refer the mentee to people who can be of assistance
- Rehearse/coach in effective communication strategies
- Act as a role model
- Help the mentee evaluate options
- Discuss barriers
- Initiate self-directed learning
- Be a confidante regarding problems, difficulties and transitions

Mentoring is not (DON'Ts)

Dominating, directing or controlling another's decisions

- Taking responsibility for another's career progress
- Providing unlimited resources
- Being an expert in everything
- Criticizing, or disparaging someone
- Becoming dependent or reliant on someone else
- Becoming a clone of someone else

Essentials for Mentees

Mentor

A mentor works in partnership with a mentee to offer knowledge, insight and perspective to support the mentee's goals.

Strategies for Success

- Be open with your mentor and be prepared to discuss issues freely
- Respect your mentor and maintain a professional relationship
- Be willing to put your learning in to practice on the job
- Prepare to spend time dedicated to your own learning and development
- Be open to feedback and also provide feedback to your mentor as appropriate

INFINZ 2019 Mentee Application

Name:

Location / City:

Phone:

Email:

Please specify if you have any preference for your mentor:

Please provide a brief bio and outline your current position:

Tell us why you would like to be an INFINZ mentee:

If you are an Emerging Leader applicant (i.e. aged between 30 and 40 years of age), please advise your willingness to act as a mentor to a YFP mentee in 2020/21

All applications must be submitted to INFINZ by 3 May 2019, to events@infinz.com