

GEM Mentor Guide

Prior to each session

- Access the GEM Mentoring Resources Hub to read the session's Mentor Guide and in-session resources.
- Contact your Circle co-mentor to agree roles in the breakout mentoring discussion (e.g. you may wish to each facilitate different sections of the discussion).
- Familiarise yourself with the optional resources on the GEM resources Hub, if you have time and capacity.

During Our Watch presentation sections

- As you listen to the content being presented, think about your 'curious questions' to ask as a Mentor in your Circle breakouts e.g. "I'm curious, how did you feel about that video? Are you open to sharing what it brought up for you?"

During Mentoring Circle breakouts

- Balance using the Mentor Guide with asking curious questions and embracing the discussion that comes up in the Circle.
- Share practical, personal and professional examples, modelling both vulnerability and confidentiality.
- Avoid dominating the conversation - involve each mentee in the discussion.
- Draw out the unique experiences of mentees in the circle - expect diversity of opinion, life experience and professional experience.

Agenda - Onboarding Session April 1

- Welcome to GEM!
- Program introduction
 - NAWO & Our Watch
 - Quick GEM overview
 - Session dates and content
 - What you can expect
 - GEM Resources
- Getting to know your Mentoring Circle
(40 minute breakout session led by
GEM Mentors)
- Next steps, Questions and close



First Mentoring Circle - Mentor Session Guide

The intent of the first Mentoring Circle in the Onboarding session on April 1 is simply to get to know each other and build rapport. You will have 40 minutes in your breakout room:

- Introduce yourselves as mentors and share what mentoring in this program means to you
- Do ‘around the circle’ introductions (Name, Work intro - role, organisation, people leader? Personal intro - sport or interest, family, cultural background?).
 - As a part of introductions, ask each mentee to ‘Share one commonality and one difference’ they have heard with another in the circle: e.g. “Building on what you have heard so far from others, including Mentors, share something you believe you have in common with someone and something you differ in.” For example: “I also love playing tennis, however I don’t have care giving responsibilities” OR “I also lead a large team, however I am not as experienced in leading gender balanced teams”
- Conclude with a group discussion:
 - “We have similarities and differences - What will help each of us feel included and supported throughout the program?”