



TRI-PEAKS



Centre for Excellence in
Child and Family Welfare

A photograph of a man and a woman in an office setting. The man, wearing a light blue button-down shirt and jeans, is leaning over the woman, who is seated and wearing a white blouse. They are both smiling and looking at something on the desk. The background shows office shelves with plants and various items.

COMMUNITY SERVICE MENTORING PROGRAM

**INFORMATION PACK
ENHANCING CROSS-SECTORAL LEADERSHIP**

ABOUT OUR PROGRAM

The Community Services Mentoring (CSM) Program brings together experienced cross-sectoral leaders, managers, and frontline workforces from the child and family services, alcohol and other drugs, and community health sectors.

The objective of the program is to strengthen the community services sector and build leadership capability, foster networking and enhance relationships. This will be achieved through collaboration and the exchange of insights, experience and practice wisdom.

The Tri-Peaks Mentoring program is funded by Department of Health and Department of Families, Fairness and Housing, and the Centre for Excellence in Child and Family Welfare are funding the **Member-Based Mentoring program**.

Both programs are designed to retain, attract and develop sector leaders and future leaders working across child and family services, AOD, and community health in Victoria.

Aspiring leader mentees are paired with experienced sector leaders who are willing to provide guidance, support and feedback for the mentee to achieve their developmental goals.

Experienced mentors may help mentees achieve or work toward personal or career goals, introduce the mentee to new ways of thinking, challenge a mentee's limiting assumptions, share valuable life lessons, and much more.

TWO PROGRAM STREAMS

Tri Peaks Mentoring (TPM) stream, for mentors and mentees who wish to be matched with someone from a different sector.

Member-Based Mentoring (MBM) stream, for mentors and mentees in the child and family services sector only, who wish to be matched with someone from within that sector.

WHAT'S INVOLVED?

The Community Service Mentoring Program is a 10-month program,
June 2023 – April 2024.

Mentors and mentees are:

- matched according to application details
- required to attend three online or hybrid events; Program Launch, Progress Review; and Program Close
- expected to meet monthly

Mentees and first-time mentors are expected to:

- complete the Art of Mentoring online training module to prepare them for their mentoring relationship. Acceptance into the program is conditional upon completion of the training.

Support along the way:

- online mentoring platform will provide your mentoring partner's details, options to communicate with the Program Manager, and access the training and resources
- helpful tips and information about mentoring and access to other relevant materials by the Program Manager
- invited to provide feedback about your experience throughout the program as well as at the end.

WHY MENTORING?

Mentorship is a developmental relationship in which one person, usually more experienced or senior, takes time to assist the career, professional or personal development of someone else, who is known as a mentee. Mentoring is most often a one-on-one relationship but is sometimes done in groups.

A mentoring relationship is one that is built on trust, in which there is an exchange of knowledge, experience and goodwill.



ACT

As a source of information and insight regarding career development or strategies for achieving professional goals



RECOMMEND

Possible resources to improve specific skills
Help the mentee solve professional challenges in their working life



PROFESSIONAL

share professional wisdom on ethics and workplace related options for how these may be addressed



SOLVE

Support the mentee solve professional challenges in their working life

Member-Based Mentoring (MBM)

Is for participants from the Centre's member-Base in the child and family services sector only. Participants will be matched with someone from within the child and family service sector.

This mentoring stream will be exclusively available to our members only working across the child the family services sector.

This is program is funded by the centre and is designed to build leadership capacity of current and next generation leaders across child and family services.



LEADERSHIP

Elevate membership leadership capacity. Expanding talent pool to take on leadership roles within the association



STRENGTHEN

Services as a whole, building leadership capabilities that benefit the sector's businesses, educational and government bodies.



PREPARE

Help to prepare another generation of leaders



TRANSFORM

Create learning environments and skills, in turn developing transformational leadership capacity

As Victoria's peak body for Child and Family Services our strength comes from our members and the children and families they serve. We advocate for our members who are at the forefront of supporting children, young people, and families.

Our members include ACCOS, community service organisations, Peak bodies, health service providers, councils, advocacy organisations, as well as individuals and students.

WHY IS MENTORING IMPORTANT

Participants in mentoring programs report a number of benefits from their participation: improved confidence, self-awareness, clearer career direction, better communication skills, listening skills, feedback skills, more assertive communication, and enhanced management skills.

For mentees, some of the common benefits of mentoring include:

- Exploring challenges and concerns in a supportive and confidential relationship
- Obtaining experienced guidance and support
- Learning from the experience of others
- Exploring your career development plan
- Receiving feedback and developmental guidance
- Networking and learning about effective networking

Mentors find tremendous learning and development opportunities of their own some of the benefits for mentors include:

- Contributing back to the profession, and gaining personal satisfaction by making a difference for someone else
- Learning and developing mentoring skills and enriching leadership and interpersonal skills.
- Gaining intellectual challenge by working on issues outside day-to-day experience
- Discover fresh perspectives that may assist with their own work
- Increasing profile and expanding professional networks

PROGRAM BOUNDARIES

This program is not about the mentor finding a job for the mentee or a guarantee of promotion. It is also not the mentor's role to take on people leadership responsibilities on behalf of the reporting manager.

WHO CAN APPLY?

To join as a mentee, you:

- Must be an aspiring leader
- Can be at any level of the organisation
- Must have sufficient "practice wisdom" (minimum of 5 years' experience in the sector)

To join as a mentor, you must:

- Be an experienced leader (led a division or an organisation service delivery, design / policy / reform)
- Have sufficient "practice wisdom" (minimum of 10 years' experience in the social and community services)

Mentoring pairs are expected to meet monthly and be willing to complete online training provided, review the support resources available and engage in the relationship building process.

APPLICATION PROCESS

Mentees and mentors will be asked to complete a short application form to assess their eligibility for the program and to collect details about what they are looking for in a mentoring partner.

Mentees will be asked questions about their background, and what they would like to achieve by working with a mentor. Mentors will be asked about the areas in which they feel comfortable mentoring. Please give as much information as you reasonably can as it will assist the matching process.

Please submit your application by 29 May 2023, by completing the application on the mentoring platform <https://csmp.aomapp.net>
You will be advised if there is a suitable match by 12 June 2023.

KEY PROGRAM DATES

Applications open	1 May 2023
Information Session Webinar	9 May 2023
Applications Close	2 June 2023
Matches notified	12 June 2023
Program Launch event	20 June 2023

TIME COMMITTMENT

Training, reading and workshops: Up to half a day in total

Preparation and time spent in mentoring conversations & follow-ups:

MENTEES: 3-4 hours per month

MENTORS: 1-2 hours per month

Program surveys 30 mins in total



TRI-PEAKS

SUPPORTED BY:



VICTORIA
State
Government

Families,
Fairness
and Housing



VICTORIA
State
Government

Department
of Health



Centre for Excellence in
Child and Family Welfare



vaada
Victorian Alcohol & Drug Association



**Victorian
Healthcare
Association**

Vision • Value • Voice