



Spatial Sciences Institute
Young Professionals

Mentoring Program

Program launch and
Generation Discussion

Agenda



- Mentoring Program
 - Details
 - Program Launch
- Generation Y
 - State of Y's
 - Y's in Spatial Discussion

Mentoring Program



- Spatial Sciences Institute committed to professional development
- Mentoring Program Guidelines developed by SSI Young Professionals

What is Mentoring?



- Mentoring is a one-to-one teacher/student relationship focused on professional sphere
- Mentors provide confidential advice on career development and aspirations
- Functions independently of workplace issues

Why Mentoring?



- Attraction and retention
- Knowledge management
- Learning style
- Personal satisfaction

Mentoring History



- Successful pilot study in Victoria 2007
- 6 month trial, 16 participants
- Structured activities
- Key findings documented
- Expanding to other states and regions

Why Mentoring



- Global, highly mobile careers
- Growth in knowledge workers
- Baby Boomers exiting in the next 5 years
- Declining births in 1960s and 1970s – Generation X

So What?

- Different environment
 - Motivational drivers
 - Engagement styles
 - Priorities
-
- -> Marketing & recruitment
 - --> Retention

The Mentoring Program

Mentoring Program



- Key Objectives
 - Support career development
 - Retain talent within the industry for the future
 - Accelerate learning outside of traditional study
 - Strengthen opportunities, Gain Leaders
 - Expose mentors to the enthusiastic new breed of spatial professionals

Mentoring Benefits



Mentor	Mentee
Share knowledge and exposure to new breed of professionals	Engage with and learn from experienced professionals
Develop new leaders	Enhanced promotional prospects
Be a positive role model	Build positive experiences
Succession planning	Career development and goal setting
Personal satisfaction	Improved motivation, commitment and job satisfaction

Calendar



Program Partners Announced
Training/Information Session

SID
Program Launch!

Follow up
Group Event

SSI YP
Networking Event

Structured Program
Final Dinner



Sept

Oct

Nov

Dec

Jan

Feb

Mar

Apr



Participants
EOI's due

Mentoring
Meeting

Mentoring
Meeting

Mentoring
Meeting

Mentoring
Meeting

Mentoring
Meeting

Mentoring
Meeting

Mentoring
Meeting

It is suggested that meetings should be held in the same week of each month, to maintain regularity

Pairing



- Mentor Pairs
 - Within same discipline
 - Confidentiality issues
 - Job Specific Mentoring – already a part of many companies
 - Cross discipline
 - Deliberate pairing to break up industry sectors
 - Life coaching instead of job specific
 - Broader knowledge base through exposure

Commitment



- 1-3 hours approximately each month
- Allocate some time to prepare for the next meeting to maximise its value

Expect from Mentor



- Assist with goal-setting, without taking over
- Provide impartial, confidential advice and guidance
- Help identify network-building and other professional development opportunities
- Provide feedback on progress towards goals and their direct observations
- Help you examine issues and work towards solutions

Expect from Mentee



- Pro-actively identify goals and priorities
- Be ready to listen and learn
- Act on advice and agreed tasks
- Review progress and consider any areas for attention
- Raise issues directly with the mentor
- Be open and honest in your relations
- Be willing to confront issues
- Maintain strict confidentiality

Mentor Guidelines



- Commit to the program and respect the boundaries of the mentoring relationship
- Be open in sharing knowledge, information and personal experiences
- Treat the mentee with respect
- Be non-judgemental and accept differences
- Participate in reviews of the program
- Raise issues directly with the mentee

Mentee Guidelines



- Commit to the program
- Be ready to listen and learn
- Act on advice and agreed tasks
- Review progress and consider any areas for attention
- Participate in reviews of the program
- Raise issues directly with the mentor

Follow Up



- Throughout program, SSI and the Regional Mentoring Co-ordinator will contact both mentors and mentees to provide support and encouragement

How to Join



- Eligible to SSI members only
- Expression of Interest form available
- Registrations required by 1st September
- ssi.sa.mentoring@gmail.com

State of X, Y, Z in Spatial

What is X, Y, Z



- Gen X: 60's to 70's
 - Know a life without technology
- Gen Y: Late 70's to early 90's
 - Saw the unveiling of technology
- Gen Z: 90's to now
 - Don't know a time without the internet

Why's Y Special



- High self esteem
- Require continuous feedback
 - Reinforce whenever you can
- They own their careers
- More than half of graduates leave after 2 years
- Want a challenge
- Need “good” leadership

Why Y's Special



- Face more direct marketing¹
 - More brand conscious
- Peer oriented
 - The “facebook” generation²
- Changing Roles
 - More Gen Y's as managers

¹Harris Interactive 2003 Youth Pulse(SM) Survey

²Employee Benefit News Canada; May/Jun2008, Vol. 5 Issue 3, p4

State of Spatial



- Convergence of technologies
- Users are everyone, everywhere
- Web 2.0
 - Mashups
 - Google
 - Geography everywhere
- Give us access to GIS!!!

What this means?



- Gen Y are hooked into technology
- High “maintenance”, High Performers
- Are future leaders

Gen Y & Technology



- Know the web intimately
- Quick take up time with tech savvy jobs – GIS!!!
- Take on the challenge
 - Team building
 - Want the capability and responsibility

Managing Y



- Market Benefits to Y
 - Flexitime, Social Responsibility
- Continuous Feedback
- Talk the talk
 - Or they walk
 - Don't oversell your organisation

Y as Leaders



- Old system
 - Start at entry
 - Tenure based promotion
 - Gen X'ers would be next
- New system
 - Fast tracked managers
 - Entry with minimal training
 - Generational diversity

Y as Leaders



- Train and Coach the Y's
 - Up front and early
 - Avoid theory
 - Strategic training
 - Train how to be a coach

Y Discussion



- What are you doing for Y's?
- What programmes are in place?
- How is your sector affected by Y's?
- Can the industry provide more Y support? How?