

EMERGING LEADERS

Mentor Program
2023



Regional
Development
Australia

DARLING DOWNS
AND SOUTH WEST INC



EMPLOY
TOOWOOMBA



TOOWOOMBA
CHAMBER



FUTURE
LEADERS

ABOUT

FUTURE LEADERS

The Toowoomba Chamber of Commerce Emerging Leaders Mentor Program is organised by the Future Leaders Advisory Group (FLAG) and runs each year for 12 months.

The Future Leaders Mentoring Program (FLMP) commenced in 2016. In 2023 it was rebranded as the Emerging Leaders Mentor Program (ELMP). It has been hailed as a successful platform for individual, personal and business growth for the region's emerging leaders. Helping individuals to thrive, meet their goals and go after their dreams.

The ELMP aims to foster connections between the younger members of our business community (mentees) and the best leaders that our region has to offer (mentors), support future leaders of our region in their career development as well as providing a forum to give back to the small business community, which is the driving force of our economy.

Mentoring is a popular career development strategy, which allows a mentor to share their expertise and leadership knowledge with a mentee in a safe learning environment. We urge all employers to facilitate a mentoring program for future leaders.

The aim of the program is to provide a framework in which mentees and mentors participate effectively and collaboratively. Each mentor and mentee will communicate and achieve their mentoring goals to best fit their needs.



**TOOWOOMBA
CHAMBER**



**FUTURE
LEADERS**



**Regional
Development
Australia**
DARLING DOWNS
AND SOUTH WEST INC



2021-2022 MENTEE

TESTIMONIALS



Strongly recommend for those who want to become great leaders attend the Future Leaders Mentor Program. You will learn much more than you expected.



I believe that the Future Leaders Mentor Program has been a great investment and has given me a great source of external feedback for my business. Having an established mentor outside of my organisation has brought in a unique view and unlocked opportunities that I otherwise would not have even seen. The constant accountability was a great part of the program combined with the networking and learning opportunities with the associated workshop series.



The future leader's program was extremely informative having access to some of the best minds in their field has been a great experience with lessons that will help me in my professional and everyday for long to come.



I am very happy that I have the opportunity to connect with the best in the Toowoomba business community.



The program has been a great opportunity to learn alongside a smaller but diverse group of my peers. If you're wanting to push yourself out of your comfort zone and into the next phase of your leadership journey, then this program is for you. It is a safe place to raise questions, talk through ideas, meet new people and create your own peer network.



I have found the Future Leaders Mentor Program to be highly beneficial, not only in my professional life but also in my personal life. It has pushed me out of my comfort zone and this has allowed me to grow. The opportunity to connect with a mentor from the business community is invaluable and the workshops have been very helpful.



In the last 12 months of the FLMP, my mentor supported me on my career switch and I have landed a new role with his support. My mentor also offers me advice on how I can improve my own public speaking and communication skills. And I also work on mapping out my own career trajectory, my 1, 3, 5-year goals and how can I develop my emotional intelligence through this program.



Has been good for providing me a foundation for networking and providing clarity.



**TOOWOOMBA
CHAMBER**



**FUTURE
LEADERS**



**Regional
Development
Australia**
DARLING DOWNS
AND SOUTH WEST INC



2021-2022 MENTOR

TESTIMONIALS



The program is a great way to share knowledge with those who are keen to learn.



I believe everyone should have a mentor a couple of mentors throughout the business life. Everyone needs someone to talk to and help steer them. Its great to have a truly independent and confidential person to help guide you.



I found the mentoring program to be of great benefit, and was happy to be matched with such a great young business person, from whom I learnt from and imparted some learning to.



As a mentor, it is great to see the Future Leaders in our community learning and growing from participating in the Mentor Program.



Whilst the Emerging Leaders Mentor Program is about providing mentoring and leadership to the up-and-coming leaders of our community, it is also a wonderful growth opportunity for the mentors. It also makes you realise that as leaders in our own organisations how much the younger generation has to contribute to the business community of Toowoomba and that we need to share our knowledge and give our emerging leaders as many opportunities as we can for them to grow.



The program has been a wonderful opportunity to connect with some future professionals of our business community. The learning journey throughout the program was valuable for both mentor and mentee, and the professional relationship developed during the last few months will continue into the bright years ahead - a great way to highlight the success of the program.



The workshops help me to understand my leadership and communication styles and I have developed strategies on how to work around people with different communication styles. I think this is really applicable when it comes to working with my colleagues, how to lead when we work on projects together, and developing good and harmonious relationships with them.



Chip Conley in his book *Wisdom At Work* coined the term *Mentern*. By this, he means that people in their later decades are both Mentors and Interns. Sharing their wisdom (gained from experience) with the younger generation and at the same time being humble and courageous enough to learn from them. The Emerging Leaders program is a great way to bring the relevance of your learning to future leaders and at the same time discover new ideas and thoughts from them. I can highly recommend the experience.



TOOWOOMBA
CHAMBER



FUTURE
LEADERS



Regional
Development
Australia
DARLING DOWNS
AND SOUTH WEST INC



PROGRAM PURPOSE

The program is to provide a forum for experienced business owners and operators and up-and-coming business leaders to develop an ongoing relationship by meeting regularly and discussing any matter relating to business within a supportive and safe environment.

Program Delivery

For 2023 we have Partnered with RDA-DDSW Through Employ Toowoomba and the Toowoomba Regional Jobs Committee, proudly supported and funded by the Queensland Government.

The Toowoomba Chamber of Commerce will oversee and facilitate the delivery of the program and expected outcomes.

Their role will be to guide the delivery of the program and provide any additional support required by the mentors or mentees to ensure each person benefits from the program.



**TOOWOOMBA
CHAMBER**



**FUTURE
LEADERS**



**Regional
Development
Australia**
DARLING DOWNS
AND SOUTH WEST INC



MENTORS & MENTEES

Mentors

Mentors will ideally have at least 10 years of experience in a variety of business settings, whether small, medium, or large businesses and public and private. Mentors will need to have great communication skills and a desire to contribute to the future of the small business community, committing to monthly meetings during the program.

Mentees

Mentees may be business employees or business owners

Benefits for the Mentor and Mentee

There are many mutual benefits of participating in the ELMP for the mentor and the mentee.

For the mentor, this includes:

- contribution to the development of the leaders of tomorrow;
- transfer and share your skills and expertise;
- strengthening your interpersonal, leadership and management skills;
- increasing personal self-awareness around personality, behaviour, and leadership capability;
- seizing a rare opportunity to 'give back' to our business community through the development of our emerging leaders;
- gaining satisfaction through knowledge-sharing with your mentee; and
- accessing young minds with different behaviours and views of the future state.

For a mentee, this includes:

- learning new skills, building confidence, and developing a greater focus on your profession;
- realising your hidden strengths and talents (and how to make the most of them);
- growing your emotional intelligence, adaptability, and communication skills;
- the benefit of being able to speak freely in a confidential and safe space;
- access to future employment and business opportunities; and
- gaining insights into the pros and cons of various career options and paths.



**TOOWOOMBA
CHAMBER**



**FUTURE
LEADERS**



**Regional
Development
Australia**
DARLING DOWNS
AND SOUTH WEST INC



RESPONSIBILITIES

MENTOR & MENTEE

Successful mentor programs require a clear understanding of the role the mentor and mentee play.

For the mentor, this includes:

- assisting the mentee to identify individual needs to support career development;
- attending program launch, mid-way mentor catch up and end-of-program event or any other event held by the Toowoomba Chamber for mentors;
- monthly one-on-one engagement with your mentee; and
- participate in two program evaluations and reviews (midway and at completion).

For a mentee, this includes:

- completing a Mentor Program Agreement;
- attending program launch and end of program event or any other event held by the Toowoomba Chamber for mentees;
- participating in six bi-monthly professional development workshops;
- personal vulnerability to promote personal growth;
- monthly one-on-one engagement with your mentor;
- quarterly engagement with all mentees and Program Leader;
- initiate all meetings with the mentor;
- identifying discussion topics;
- exploring personal strengths and weaknesses; and
- participate in two program evaluations and reviews (midway and at completion).

Matching mentors and mentees

The matching of mentors and mentees is undertaken by the Emerging Leader Mentor Program Leader.

Each mentee will complete a short questionnaire covering areas such as key strengths and improvements, business goals, community engagement, program expectations and the like. This will assist the Emerging Leader Mentor Program Leader in matching a mentor with a mentee.



**TOOWOOMBA
CHAMBER**



**FUTURE
LEADERS**



**Regional
Development
Australia**
DARLING DOWNS
AND SOUTH WEST INC



PROGRAM

PLAN, TIMING & EXPECTED OUTCOMES

Plan	Timing	Delivery
Expression of Interest for Mentee and Mentors Open	Program Launch: November 2022	Media, Social Media and EDM's,
Expression of Interest for Mentee and Mentors Close	EOI's Close 31 January 2023	Via Website EOI Form
Appointment of Mentees and Mentors	February 2023	Toowoomba Chamber of Commerce
Mentor Induction and Training	February 2023	Chris Black & RDA-DDSW
Connecting Mentors and Mentees Event	February 2023	Toowoomba Chamber of Commerce
Workshop 1: The Importance of Personal and Brand Marketing	28 March 2023	Jessica Ritchie - Brand & Marketing Specialist
Workshop 2: Networking and Communication	9 May 2023	Clayton Menyweather- Little Pig Consulting
Workshop 3: Finances and Work-Life Balance	20 June 2023	Jenny Rix - RDA-DDSW
Workshop 4: Resilience and Mental Health	1 August 2023	Heather Smith - Step By Step Training
Workshop 5: Future of The Workplace	12 September 2023	The University of Southern Queensland

PROGRAM

PLAN, TIMING & EXPECTED OUTCOMES

Plan	Timing	Delivery
Workshop 6: Building Personal and Business Strategy	24 October 2023	Naomi Wilson - Focus HR
Program Wrap- Up Party	3 November 2023	Celebrate the completion of the program

Notes:

- Mentors and mentees will be given 2 free tickets to use at Business@Dusk in 2023
- Mentees will be given 2 free tickets for 2 Future Leaders events in 2023
- All mentees are to pay \$199 for Members and \$499 for Non-members for the program
- All mentees are to be approved by their place of employment
- There will be a short survey emailed at the end of each workshop
- There will be a survey for mentees and mentors at the midway point and at the end of the program

CONNECT

WITH US



PHONE

07 4638 0400



EMAIL

memberships@toowoombachamber.co
m.au



ADDRESS

PO BOX 3629
TOOWOOMBA QLD
4350



LINKEDIN

@TOOWOOMBA
CHAMBER
OF COMMERCE



FACEBOOK

@TOOWOOMBACHAMBER



INSTAGRAM

@TWBCHAMBER

www.toowoombachamber.com.au



TOOWOOMBA
CHAMBER



FUTURE
LEADERS



Regional
Development
Australia
DARLING DOWNS
AND SOUTH WEST INC



EMPLOY
TOOWOOMBA



TOOWOOMBA
CHAMBER



**Regional
Development**
Australia

DARLING DOWNS
AND SOUTH WEST INC



**FUTURE
LEADERS**



**EMPLOY
TOOWOOMBA**