



ELMP

2025



EMERGING LEADERS MENTOR PROGRAM



ABOUT THE PROGRAM

The Toowoomba Chamber of Commerce Emerging Leaders Mentor Program is organised by the Toowoomba Young Chamber Advisory Group (TYC-AG) and runs each year.

The Mentor Program commenced in 2016. It has been recognised as a successful platform for individual personal and business growth for the region's future leaders. Helping individuals to thrive, meet their goals and go after their dreams.

The program 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 provide 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 program aims 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.



“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.” — John Crosby

MENTEE TESTIMONIALS

“I believe that the 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.”

“I have found the 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 program, my mentor supported me on my career switch and I have landed a new role with his support. My mentor also offered me advice on how I can improve my own public speaking and communication skills. I also worked on mapping out my career trajectory, my 1, 3, and 5-year goals and how can I develop my emotional intelligence through this program.

“If I have seen further it is by standing on the shoulders of giants.” — Isaac Newton

MENTOR TESTIMONIALS

“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.”

“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 Mentor 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.”

“Whilst the Future 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 future leaders as many opportunities as we can for them to grow.”

"My job is not to be easy on people. My job is to take these great people we have and to push them and make them even better." — Steve Jobs

PROGRAM PURPOSE

Purpose:

The Emerging Leaders Mentor Program facilitated by the Toowoomba Chamber of Commerce provides a unique and invaluable opportunity for experienced business owners and leaders 35 and under to collaborate, learn from each other, and grow together in a supportive and safe environment. With the Chamber's guidance, expertise, and commitment to excellence, participants can look forward to a rewarding and transformative mentorship experience that contributes to their personal and professional development.

Through this program, mentees will have access to a mentor from the Toowoomba business community and 7 workshops facilitated by leading local businesses to enhance their skills and foster personal and professional growth.

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 excellent 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 program 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 future 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.

“The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.” — Steven Spielberg

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 in identifying individual needs to support career development;
- attending program launch 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 seven Monthly professional development workshops;
- personal vulnerability to promote personal growth;
- monthly one-on-one engagement with your mentor;
- quarterly engagement with all mentees and the Program Leader;
- initiate all meetings with the mentor;
- identifying discussion topics;
- exploring personal strengths and weaknesses
- completing the survey after each workshop
- 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 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 Mentor Program Leader in matching a mentor with a mentee.

PROGRAM DATES

DATE	EVENT	OUTCOME
April 2025	EOI & Appointment of Mentees and Mentors	The Mentor Program Leader will advise mentees and mentors of their appointment.
29th April 2025	Matching	The ELMP leader will advise of matching results and introduce mentors and mentees.
30th April 2025	Launch Event	The Mentor Program Launch Lunch Event with TYC-AG, partners, previous mentors and mentees.
2nd Tuesday of May, June, July, August, September, October, November	Workshops	The Mentor Program Leader will facilitate a Monthly 2-hour workshop with mentees on a particular topic.
11th November 2025	Celebration Event and Wrap Up	Mentor Program Wrap-Up Party (mentors, mentees, Toowoomba Chamber Board, TYC-AG and Partners).

"I have always been a huge believer in the inestimable value good mentoring can contribute to any nascent business." - Richard Branson

WORKSHOPS & DATES

DATE	EVENT	TOPIC
13 May 2025	WORKSHOP 1:	Thryve: Mind. Body. Business.
10 June 2025	WORKSHOP 2:	Networking & Communication
8 July 2025	WORKSHOP 3:	Personal Brand & Leadership
12 August 2025	WORKSHOP 4:	Strategic Planning and Business Strategy
9 September 2025	WORKSHOP 5:	Workplace Resilience & Mental Health
14 October 2025	WORKSHOP 6:	Personal & Business Financial Literacy
11 November 2025	WORKSHOP 7:	Future of the Workplace

INCLUSIONS & FEES

MENTEES - \$649

\$449 CHAMBER MEMBERS (SUBSIDISED)

PROGRAM INCLUSIONS

- Seven workshops hosted by leading local businesses designed to enhance skills and foster growth. workshops include a plated lunch
- Access to a mentor from within the Toowoomba business community
- Program launch - canapes and drink on arrival
- Program wrap-up party- canapes and drinks package
- One complimentary ticket to two Business@Dusk events in 2025
- One complimentary ticket to two Toowoomba Young Chamber events in 2025

MENTORS - NO COST

PROGRAM INCLUSIONS

- Program launch - canapes and drink on arrival
- Program wrap-up party- canapes and drinks package
- One complimentary ticket to two Business@Dusk events in 2025
- Insight into the rising leaders of the Toowoomba business community
- Personal & professional growth
- Rejuvenation and renewed perspective

*Upon acceptance into the program, you will be issued with a tax invoice for payment within 14 days.

"It is important for us to see that our mentors are human and, therefore, fallible; it makes our own short-comings more tenable." –John Wooden

ABOUT THE TOOWOOMBA CHAMBER

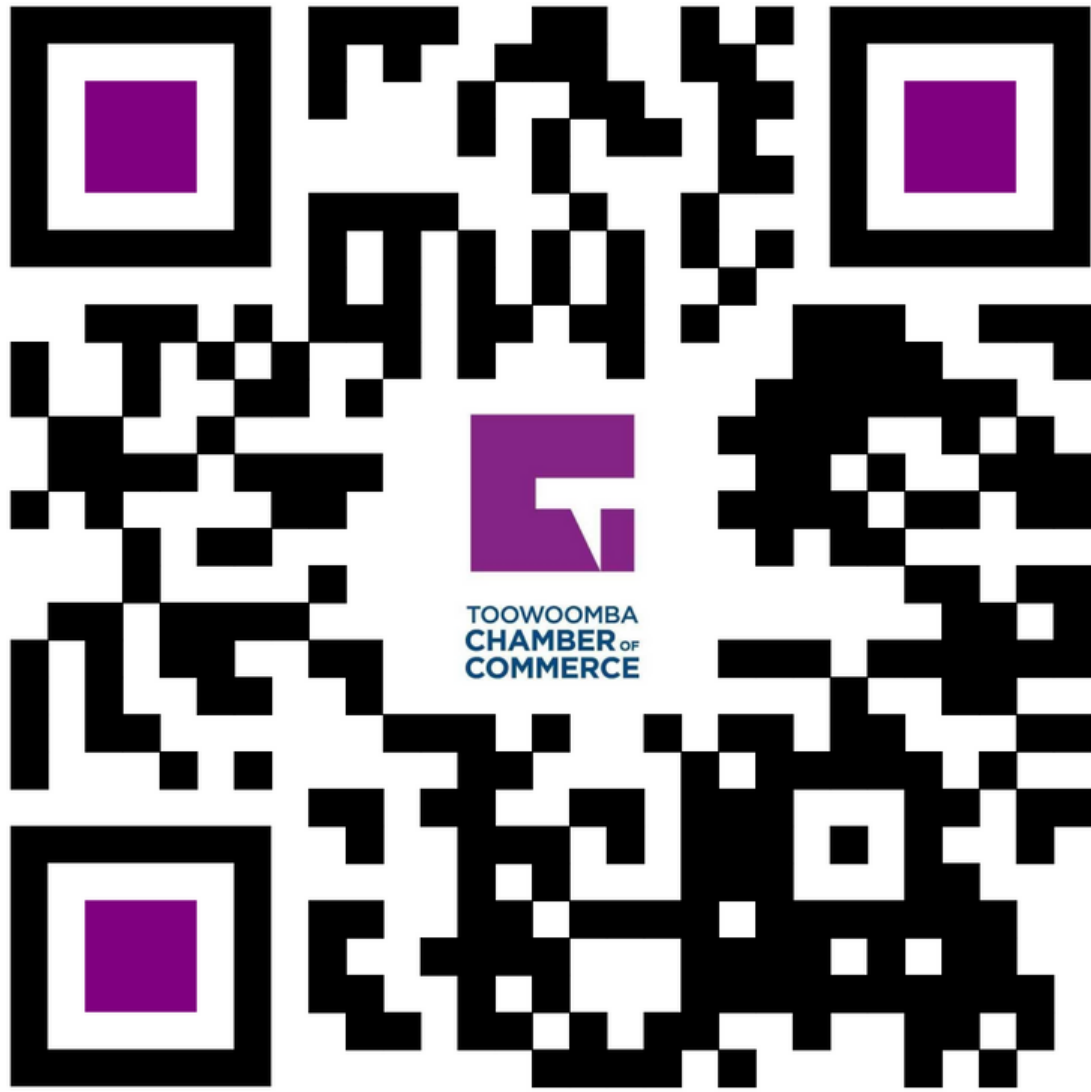
The Toowoomba Chamber of Commerce is an independent organisation that advocates on behalf of local businesses at local, state, and federal levels to ensure the business community has a voice.

The Toowoomba Chamber plays a critical role in connecting members across the local business community to establish and grow strong, lasting networks as well as explore opportunities to access supply chain networks and build member brands.

Through its full program of networking events, the Chamber provides members with a platform to strengthen their existing networks, develop new contacts and connect with business leaders to maximise growth opportunities for their businesses. Chamber members can also contribute to key strategic projects to ensure business requirements are considered while helping to shape the future direction of the local business community.

With more than 600 members across the region, Toowoomba Chamber membership is one of the most cost-effective and beneficial peak member organisations that businesses can belong to. As the largest regional Chamber of Commerce in Australia, the Toowoomba Chamber prides itself on being independent and strives to support, represent, and inform the local business community.

The Future Leaders Advisory Group provides the platform for individual personal and business growth for Toowoomba's future leaders, helping our up-and-coming business operators to thrive, meet their goals and go after their dreams. The Toowoomba Chambers Future Leaders Advisory Group provides a platform that supports the development of our young business owners and professionals who are paving the way for Toowoomba's future success and growth



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CHAMBER



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