



# YOUNG PROFESSIONALS COUNCIL

## 2024 Mentoring Programme Information Pack





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Welcome to the 2024 SAIMM Mentoring Programme!

The Mentoring Programme is part of the SAIMM CARES initiative, which aims to promote a community of caring within the Institute.

The Programme is an initiative of the Young Professionals Council (YPC). By linking young professionals with experienced and knowledgeable mentors to provide consistent support, guidance, and concrete help on a one-to-one basis to enhance their career development, the initiative is the embodiment of the YPC “**Potential Meets Opportunity**” ethos.



# KEY BENEFITS TO PARTICIPANTS

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## **Networking**

Give participants (mentors and protégés) the opportunities to broaden and expand their networks.

## **Knowledge and Skill Transfer**

Provide protégés with opportunities to develop specific skills and abilities, and mentors to share their experiences and contribute to the success and development of others.

Mentors get exposure to fresh perspectives, ideas and approaches.

## **Career and Professional Development**

Help protégés gain insight on the best ways to begin their careers, transition to new areas, and pursue rich experiences to enhance their career progress.

Protégés get “real-world knowledge” and learn how to apply academic education to real business issues in a value-added way.

Development of mentors’ personal leadership and coaching/mentoring styles.

## **Situational Guidance**

Enable protégés to gain coaching and guidance on how to handle workplace projects, duties, dilemmas, and problems.

# CRITERIA FOR SELECTION FOR ALL PARTICIPANTS

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## To be eligible for selection:

- Members must be in good standing
- Members must have sufficient time available to commit to the programme, including a commitment to attend all compulsory training sessions
- Be trustworthy, reliable and ethical
- In the case of protégés;
  - qualified young professional (35 years and younger) working in the mining and minerals industry
  - a desire to learn how to navigate a career in the interesting times we live in
  - agreement to be willing to learn and to ask for, give and receive feedback
- In the case of mentors;
  - a genuine interest in growing others and that this desire is primarily for the benefit of the protégé and not for any other ulterior motives
  - a person of good standing in the mining or related industries with demonstrable levels of wisdom, experience, knowledge and expertise (minimum of seven years' working experience)
  - have sound interpersonal skills
  - be a person who sets high personal standards

# KEY ROLES & RESPONSIBILITIES



## MENTOR

The Mentors main responsibility is the ongoing, planned partnership that focuses on helping the protégé reach specific goals over a designated period.

## SAIMM YPC

Facilitating the mentorship relationship and providing guidance on how to ensure a mutually beneficial engagement between Mentor and Protégé.

## PROTEGE

Protégés are expected to play an active lead role in their own development by identifying their own needs, making those needs specific, soliciting mentor assistance, and making effective use of the time the Mentor spends with them.

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

*- John C. Crosby*

# COMMITMENTS FOR ALL PARTICIPANTS

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## Specific elements that require your full commitment to participant in this programme:

1. You commit to attend the **compulsory** training and check-in sessions that will be scheduled.
2. At least six mentoring interactions with your mentor / protégé over a period of 9 months starting March 2024.
3. Adhere to mentorship Code of Ethics.
4. Provide periodic feedback to SAIMM YPC as to the progress of the relationship.
5. Complete a survey after the programme has ended.
6. If required permit SAIMM YPC to record an on-camera interview as part of the feedback process.
7. For online mentoring relationships; we ask that you make sure you can have access to a sufficient quality internet connection to attend training sessions with your video switched ON.

Mentors and protégés must adhere to the following ethical principles:

- Maintain strict confidentiality on all aspects of the mentor- protégé relationship.
- Refrain from discussing the mentor/protégé with any third party.
- All interaction between the mentor and the protégé should be at a professional level and thus, mentor/protégé should not exploit the mentoring relationship for any personal gain to the mentor/protégé.
- Mentors should distance themselves from any possible issues of conflict between companies in relation to protégés.
- Mentor & Protégé should try to raise awareness of any cultural differences (generational, ethnic, religious etc.), to help facilitate productive communication and cultivate a positive environment.

# PROGRAMME IMPLEMENTATION AND EVALUATION

## 1. REGISTRATION

DEC-FEB

The Young Professionals Council invites members to participate in the Mentoring Programme as either a mentor or a protégé or both. Interested members register online.

## 2. MATCHING

LATE  
FEB

The Mentoring Programme Advisory Committee convenes at the end of the registration period. The committee looks over the responses from the registered participants and based on a Protégé-Mentor Matching Criteria guideline, allocates suitable protégé-mentor pairs.

## 3. ORIENTATION

EARLY  
MARCH

The Membership Coordinator will contact you to introduce you to your mentor/protégé and to invite you to an orientation session. The orientation session is the official programme kick-off. We will outline and clarify the policies and procedures of the programme.

## 4. MENTORSHIP

MAR-OCT

At this stage we hand over to the protégé-mentor pairs. The protégé will be expected to initiate the first meeting that will kick-off the mentoring relationship.

## 5. GRADUATION

NOV

To formally mark the closure of the formal mentoring relationships. Every protégé and mentor will be recognised with a certificate celebrating the success of their relationship.





## YOUNG PROFESSIONALS COUNCIL

### PROGRAMME MANAGEMENT TEAM

#### **Programme Champions**

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