



ABOUT THE PROGRAM

The **Wine Industry Mentor Program** is proudly supported by the Australian Society of Viticulture and Oenology, The University of Adelaide, Wine Australia, Wine Industry Suppliers Association and Wine Communicators of Australia.

The program is a whole of sector initiative aiming to support and inspire the future generations of wine industry professionals by tapping into the experiences and insights from the best in their field.

The program boasts Australia's most highly respected and experienced wine sector leaders, who are passionate about wine and the future of the Australian wine industry. These individuals give their time willingly and voluntarily to support and foster the growth of the Australian wine sector.

The program aims to boost both personal and professional development in a future generations of wine industry professionals by giving them the opportunity to:

- **Connect** with like-minded, ambitious wine professionals
- **Grow** their knowledge from respected wine sector leaders
- **Aspire** to be the best they can be through greater clarity of career direction and satisfaction within the wine industry.

The Wine Industry Mentor Program runs for 6 months over the period of June – November.

Pairing of mentor and mentee

Each successful mentee is paired with a mentor based on personality-fit, experience and interests, desired career path and location.

Administration of the program

The program facilitator will administer the Wine Industry Mentor Program with the support of the program partners and the Mondo Mentor platform for the 6-month duration.

DESIRED OUTCOMES

The **Wine Industry Mentor Program** is designed so that both mentee and mentor gain value from the program and foster strong relationship with each other and their peers.

At the conclusion of the program, it is anticipated that the:

- Mentee will:
 - Develop their career and leadership readiness skills, self-awareness and emotional intelligence and ability to communicate their views and opinions to people in a professional context
 - Construct and monitor a plan for career preparation and early career development
 - Reflect critically and self-evaluate on their skills, capabilities and needs in relation to career preparation and early career performance
 - Achieved the initial objectives and goals as well as have program expectations met
 - Enhanced understanding of their chosen wine profession and sector
- Mentor will:
 - See the growth and development of their mentee
 - Develop a touch point of early career professionals of today
 - Have enhanced awareness and inclusive leadership capabilities through reflections triggered by the perspective of the mentee

MENTEE ELIGIBILITY

To be eligible for the Wine Industry Mentor Program, a Mentee must:

- Be an Australian resident for the duration of the program
- Have gained at least two years' work experience in the wine sector and/or have completed a bachelor or master's degree in wine-related studies.

MENTEE OBLIGATIONS

Wine professionals accepted into the Wine Industry Mentor Program are expected to fulfil the following commitments for the duration of the program.

- Attend the 60-minute *virtual* program launch and information session to be held in the first week of June.
- Must be prepared to stay in contact with their assigned Mentor and the program facilitator for the term of the agreement (program length) and undertake each of the activities in the program toolkit.
- Understand and discuss their expectations for the program, the purpose and how it will work in practice with their mentor at the commencement of the relationship.
- Attend regular in person or virtual meetings - venue, dates and time to be arranged by the mentee in consultation with the mentor. The monthly time commitment of the program will be a minimum of one hour depending on the relationship built and personal style.
- Utilise the MentorCloud platform to facilitate the mentorship i.e. upload goals, enter meetings dates, check & reply to program communications.
- Complete the monthly check-in surveys and end-of-program feedback form.
- Participate in at least one of following group professional development *virtual* sessions organised by the program partners. Up to two 60-minute sessions per program.
- Attend the program graduation and support fellow participants to be held in early December.
- Communicate any changes of circumstances to both their Mentor and the program facilitator.

MENTOR ELIGIBILITY

To be eligible for the Wine Industry Mentor Program, a Mentor must:

- Be an Australian resident for the duration of the program.
- Have worked in the wine sector for a minimum of 5 years.
- Have the time available (min 60 mins p/month) to dedicate to the program and the professional development of an individual.

MENTOR OBLIGATIONS

Industry experts paired with a Mentee in the Wine Industry Mentor Program are expected to fulfil the following commitments for the duration of the program.

- Attend the 60-minute *virtual* program launch and information session to be held in the first week of June.
- Must be prepared to stay in contact with the mentee and the program facilitator for the term of the agreement (program length) and undertake each of the activities in the program toolkit.
- Understand and discuss their expectations for the program, the purpose and how it will work in practice with their mentee.
- Attend regular in person or virtual meetings - venue, dates and time to be arranged by the mentee in consultation with the mentor. The monthly time commitment of the program will be a minimum of one hour depending on the relationship built and personal style.
- Endeavour to utilise the Mentor Cloud platform to facilitate the mentorship. The primary responsibility lies with the mentee, but we appreciate your encouragement.
- Complete the monthly check-in surveys and end-of-program feedback form.
- Endeavour to participate in at least one of the group professional development *virtual* sessions organised by the program partners. Up to two session per program.
- Attend the program graduation and support fellow participants in early December.
- Communicate any changes of circumstances to both their Mentee and the program facilitator.

We hope that through the fulfilment of the above points, program participants will maximise the benefits of their involvement in the program, which is funded and supported by industry partners.

***Any travel requirements during the program are solely at the expense of the individual participant. This may arise if we host a networking event, or you arrange to meet your Mentee/Mentor in person for example.*

We greatly appreciate the time and effort that is put in by the Mentors (voluntarily) to this program and we (the partners) endeavour to keep the cost of the program to a minimum for all participants.

Please contact the program facilitator with any questions you may have,
E: wca@winecommunicators.com.au or P: 0417 746 126.