




Submitted responses: 17

Questions: 14




1. The Women's Group Mentoring program has enabled me to take on a more productive role in my workplace...

- 1. Definitely:  8 (47.06 %)
- 2. To some extent:  9 (52.94 %)
- 3. In minor ways: 0
- 4. Not so far: 0

2. My participation in the Women's Group Mentoring program improved my workplace effectiveness...

- 1. Definitely:  8 (47.06 %)
- 2. To some extent:  6 (35.29 %)
- 3. In minor ways:  3 (17.65 %)
- 4. Not so far: 0

3. The Women's Group Mentoring program improved my understanding of how things get done at UC...

- 1. Definitely:  13 (76.47 %)
- 2. To some extent:  2 (11.76 %)
- 3. In minor ways:  2 (11.76 %)
- 4. Not so far: 0

4. The Women's Group Mentoring program has provided me with long-term benefits to my career...

- 1. Definitely:  8 (47.06 %)

- 2. To some extent: 6 (35.29 %)
- 3. In minor ways: 2 (11.76 %)
- 4. Not so far: 1 (5.88 %)

5. Would I recommend the Women's Group Mentoring program to others?

- Yes: 16 (94.12 %)
- No: 0

6. The reason for this is...

- It provides a networking opportunity to improve skills and make contacts and increase confidence in skills and abilities and clarify professional goals and gain support from other colleagues
- The connections with people across the university alone are fantastic and assist with staff development
- Meet others from different areas of UC.
More knowledge that would only come from the mentoring group.
Workshopping away at beginning and mid year event. Meeting every two weeks tog.
- Its a valuable networking opportunity and provides a forum for developing skills and knowledge
- The networking opportunities it provided across the campus and the opportunity to develop knowledge of UC and its processes outside my own work area.
- Great opportunity to learn more about UC & UC staff, to develop networks with other staff, to get involved with interesting speakers and/or projects & socialising
- Networking, finding out about how UC works (although this would have changed since my time in mentoring!)
- The program is a longer term opportunity to review personal and career goals and an excellent opportunity to learn supportively.
- There are many benefits gained from the Program, both personally and professionally.
- Takes you out of your immediate work area (and for some, their comfort zone)and encourages you to relate to other/different UC staff and to understand other areas of the campus and what their function is.
- By getting to know other staff members and by helping each other through the difficult changes at UC a spirit of community emerges.
- I enjoyed meeting people from different faculties and sections across the unversiity and developed an understanding of what they do. In addition they shared their knowledge and expertise enabling me to gain a new insight into who does what and how it is done at UC.
- The networking is critical for success. Support and encouragement is often all women need to spread their wings. Too often women wait too long before seeking advancement. The mentoring program encouraged women to review their skills and knowledge more positively.
- It is a focused opportunity to devote to self improvement which is

actively supported by the workplace

- It is a great way to get to know UC at a broader level than the Faculty one which many of us know best.

It will inspire you to think about your workplace goals and to learn new skills and take on new challenges.

- The enduring networks you build up and the cross-disciplinary understandings of ways of working.
- A wonderful opportunity to get to know staff from around the campus and build productive networks

7. The most valuable aspects of the Women's Group Mentoring program were...

- Group participation and sharing of skills
Residential and mid year workshop
greater knowledge of the university processes and who to contact
- Applying for a grant (and receiving it) with fellow mentoring participants. Publishing together.
- Building relationships which is still on going now. Build strengths in character and how to approach things that need to be done.
- The residential, regular meetings, sharing experiences related to work and personally, guest speakers/activities
- The networking; an understanding of the diversity of where other women 'come from' both personally and professionally; and an understanding gained of how other women work and think.
- Networking
Learning more about UC organisation & culture
Appreciation of the worth of my own workplace and work
- Networking: finding the right person for the needed information, and building bridges across the University.
- Motivation.
Networking.
Skill acquisition.
- Collegiality with other women in the University; increased confidence in my job.
- Looking at yourself as an individual and within a group. Understanding the complexities of group dynamics
- the sharing of others knowledge and being able to find out who to contact for various help.
- The requirement of doing something for the university or faculty. This actually made me do something to contribute to the faculty in the way of a research project.
- See above

- Meeting other women across the campus to develop networks for research and writing; learning about what happens in other areas of the university; published a paper with the group; won a grant with others I met in the group.
- I got to know women from all over campus very soon after my arrival at UC. Some of these women have continued to mentor me. I have

continued to mentor others.

I took on a leadership role as quite a junior staff member and grew as a result of it.

I enjoyed encouraging others.

- as above
- building relationships and networks

8. Specific behaviours I have learned or further developed since undertaking the Women's Group Mentoring program...

- I set professional goals for myself at the beginning of the year and I review my progress half way through the year.

I seek additional support and training etc

I encourage other women to be involved in similar programs

- Publication skills - working with another participant for several years
- To listen to each person and be focused.
Relationship building.
Purpose and responsibility in job.
- facilitation skills, group project skills
- How to be more inclusive; to grasp opportunities outside my comfort zone.
- Networking with other members of my group, either socially or for work
- Working with people with very different goals and abilities to mine.
- Group dynamics and formation.
Group Facilitation.
Networking.
- Time management skills, increased confidence in my own abilities. A greater willingness to take on challenges.
- Listen to what is said, but also to be more confident in making responses. Work with the strengths within the group.
- A greater knowledge of processes and services has been developed and I can now share that knowledge with others.
- More confident to commence research and writing.
- Management skills.
- Further developed by leadership capabilities (particularly co-mentoring), my grant-writing skills;
- Take on new challenges.
Support and encourage others.
Know more about role of other staff at UC who work in different areas

to me.

9. Have I consciously used concepts/and or skills learned during the Women's Group Mentoring program to improve the way that I work?

- Yes:  14 (82.35 %)
- No:  1 (5.88 %)

10. What I used (or what was a barrier, if nothing was used)...

- time management and prioritising skills are important and I've developed my skills more in this area from tips I've picked up through Mentoring and other training
- Ethics and grant application skills
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- facilitation and project skills such as developing timelines, taking the lead role in projects, project planning etc
- An attempt to move outside my comfort zone more often both professionally and personally.
- Several occasions of knowing who to go to for a particular role or request
- Group activities
- People/relationship management skills
Motivational ideas
Goal setting
Job application/resume updating
Teamwork
- My own increased knowledge.
- I think I am more prepared to speak up in meetings than previously.
The project we tried was not as successful as we had hoped, but there were still positives gained at the personal and group level
- the OHIO principal.
- Research skills and understanding about the different journals, ERA, and grants.
- The dynamics of groups and their stages of evolution.
- Better planning and organisational skills
- Networking skills.
Encouraging others to take on challenges.

Writing skills I began developing have led to a number of peer reviewed publications.

11. The changes that have happened in my career since the Women's Group Mentoring program are

- One of the goals I set when I did the program in 2002 was to complete a degree. I am now 18 months off completing a degree which I started part-time in 2004 after doing UC Prep in 2003 after not having studied for 15 years. I have also moved on to a higher level position and have greater confidence in my skills and abilities and my skill set has increased.
 - Progression in PhD; publication of numerous papers
 - Career with UC College on reception has not greatly changed. I have more knowledge of who to ring around UC for information. Marketing UCC to others.
 - I was a UC 3 when I started at here in 2002. I am now a UC 8.
 - I have moved full circle from EA to working in the VC's office, to project officer with specific responsibilities and now, disappointingly, back to EA.
 - Invited to join a couple of working groups
 - The university is in huge change mode and staff are much more stressed.
- I think the mentoring group and help to build bridges instead of competition between/among staff.
- Change of position to different area of the University. Strategic moves to enable family & work balance (part time to full time work).
 - I decided to leave my comfort zone (working part time at two positions in the Uni) and took up one full time position at a higher level.
 - I am now managing my small area at work. An opportunity was available when the previous manager took a position elsewhere in the faculty. This area is now under considerable pressure from faculty management so the role has become very challenging
 - A completely different job area.
 - I have written an article that has been accepted for an international journal. I am currently writing up the research project that started last year as a member of the WGMP and hope that it will be published.
 - I've been Head of School of Health Sciences and Dean of Health (for a short time).
 - Have been promoted (mentoring an academic group of women provided a number of pieces of evidence to demonstrate my

leadership)

- I have received a promotion.
I have worked as Head of Academic Skills Program.
I moved into a full time Faculty teaching role.
I completed my Masters.
I am half way through a PhD at ANU.
I have published half a dozen peer reviewed articles and spoken at national and international conferences.
- promotion
- Progressed in UC level, though I don't think this is attributable to the program

12. Things that I think should be changed or added to the Women's Group Mentoring program...

- I was involved in the Professional Women's Development Committee for a few years in mid 2000's and I think the admin stream and research stream has worked well and I note that this appears to have continued since I moved on from UC in 2007 (and am now back here as many people who left at that time have returned in various capacities)
- N/A
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- Less emphasis on the group project idea. It tends to stifle the group and make them feel this is the central part of the process, rather than emphasising the professional development that can be achieved in a number of ways.
- Its good to see HR taking a very proactive role in the program. It needs to be emphasised to participants that attendance is a two way street ie while they have been formally released from their job to attend 3 hourly meetings, they need to be prepared to devote some personal time eg a lunch hour to it as well ie meetings can run across lunch time. Supervisors need to be briefed fairly fully on what they are agreeing to in terms of willingly and regularly releasing their staff member to attend meetings. The concept of the 'project' is difficult for new participants to comprehend and it takes many weeks to bed down a project and its goals. Perhaps more time could be spent at the retreat providing guidance on this aspect.
- I think most groups fine-tune the program to suit the group, so hard to comment on what should change. I took a while to realise what the program could do for me, so perhaps a little more info from past groups early on might be helpful
- Perhaps a men's group.

Mentoring should remain flexible for the current group to acheive their needs/goals.

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- I did not go to the retreat at the beginning so I can't comment on that although I know the ones that went felt it valuable. There does need to be an "aim" or objective like the project and its final presentation or I think things could fall apart
- Some how the guilt of participation needs to be removed, so that all members can attend on a regular basis and members need to be committed to the process. I found this the hardest as some members did all the work but in having said that they reaped the biggest rewards.
- Time needs to be allocated to staff working on projects that will benefit the university. No time was allocated last year and it was hard to find time to complete the project and now to write it up.
- The emphasis on research at UC has to be see changes in the program. Women are still doing the most teaching and 'caring', time consuming tasks etc.
- I was a few years ago and I expect things have changed already.

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- Undertake activities to embed it in the University culture eg alert new staff in the new staff orientation to the program and its benefits; hold mentoring 'events' in each faculty to focus on building connections and networks within faculties and share achievements to complement the cross faculty connections built through program participation; connect with other mentoring programs locally and in other universities to open connections for participants beyond UC.
- Stronger leaders, more organisation, more time to meet, more contact with some of the more influential women on campus, professional career advice

13. I would be happy to participate in a 30min interview on the most significant changes for me as a result of my participation in the Women's Group Mentoring program

- Yes:  12 (70.59 %)
- No:  2 (11.76 %)
- Maybe:  3 (17.65 %)

14. Other comments...

- Happy to be interviewed, apologies for not getting the survey done earlier, have been caught up with Winter Term study.
Kind regards, Meredith
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- Its a great program. I have been involved as a participant and facilitator. Both with different experiences. The value on networking and group learning is paramount to the program and should be

promoted!

- I am happy to participate in an interview if you think it worthwhile, given I have already spoken with Mark at some length about the program. Let me know if you want to meet.

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- Thanks for caring.

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- I can see now having completed the WM group that participation may not suit every woman on campus,(relates to Q5) and of course the success of each group comes back to the dynamics of that group and also the mentors

- WGMP helped me form some great friendships here at UC and is an extremely worthwhile program

- I think the WGMP is very good for staff who are new to both the university and to academia as there are many differences between the academic world and other work places.

- Many who have done the program have left and this should be viewed as a good thing.

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- The writing workshops that I attended and then helped facilitate were very helpful. I would like to see more of this type of support throughout the university. I believe it would be cost effective as more staff could be helped to publish more.

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