

YEPN Mentoring Programme: How does it work?

Overview

The programme is designed to provide informal opportunities for young energy professionals to connect with their senior peers. YEPN enables this by facilitating 'mentoring moments' via randomly matched monthly meetings (e.g. over coffee).

Each month, mentors and mentees get the chance to meet someone new. Post-meeting, it's up to each mentor and mentee if they want to catch up again, or develop the relationship into more of a traditional mentoring approach. Whether you do keep up contact or not, you can look forward to another coffee with someone different the next month.

With the programme designed to be run monthly, you can make up to a dozen new contacts a year! All you need to do is set aside an hour each month, and over time, watch your networks of professional contacts grow. It's also a good way for both mentors and 'mentees' to share ideas and see things from a fresh perspective.

Below we provide a basic guide for how these random meet ups work. If you have any questions about this or anything else you can contact us at yepn@bec.org.nz.

Step-by-step

Each month:

- ✓ YEPN randomly matches mentors and mentees in the same location to meet
- ✓ The matching is done by the random sorting of two lists: one with mentors; one with mentees
- ✓ YEPN will introduce you to that month's match via email, with both mentor and mentee contact details provided
- ✓ **Mentees are expected to use those contact details to set up a time that suits both them and their mentor-match for the month**
- ✓ The matches go about meeting in their own time
- ✓ Post-meeting, it is up to both parties if they want to meet again in the future. There is no expectation of an ongoing commitment to any one match you have had; there are no strings attached!
- ✓ Below we provide an illustration of how this is meant to work – again if you have any questions please email us at yepn@bec.org.nz

Example in action

Margie signs up looking to meet mentors. Simon signs up as a mentor. In May, Margie and Simon are matched to meet. Margie emails Simon to ask when he is free, and they agree to meet for coffee on Monday the 14th.

Margie and Simon catch up and have a great chat about their respective roles, how they've got to be where they are today, the weather, current challenges facing the sector...then it's time to get back to work. They agree to catch up again some time, each knowing it will be up to them to make it happen at some later date.

Meanwhile, it's now June and time for another random match up. This month Margie is paired with Susan. Margie emails Susan to suggest catching on Thursday the 21st. They meet and realise they will both be attending the same event next month – a good opportunity to cross paths again.

Some questions you might have

- What if I want to stop or need to pause my involvement?

Easy – just let us know by emailing yepn@bec.org.nz.

- What happens if I don't hear from my mentee?

Feel free to email us or your mentee directly yourself.

- Is it okay for me to be matched with a competing firm?

Yes, provided you are both comfortable to meet, keeping in mind Commerce Act obligations. You may want to acknowledge any potential conflicts or topics you can't discuss with your match and decide if you want to go ahead and meet. It might be a good idea to talk to your employer about your involvement in the programme if you have any concerns of this sort.

- Will I be matched every month?

Some months we might not have as many mentors as mentees and vice versa. In that case, there will be some people that unfortunately miss out on matches that month. They can expect to be matched again the following month.

Keen to give it a try?

Sign up by emailing your name, current organisation and job title, email address, location (e.g. Wellington) and whether you'd like to be a mentor or mentee (or both) to yepn@bec.org.nz. New mentors and mentees are welcome. Don't forget to share with your friends too!