Geo-INZ

New Zealand Support for Accelerating Geothermal Development in Indonesia

Women in Geothermal MENTORING PROGRAMME 2018
Introduction

• Jane
  – Engineer/scientist
  – 10+ years in geothermal
  – Section Leader
  – PM for Geo-INZ
  – Mentor/mentee incl. Global Women
  – Mum

• 2015 survey by Engineering New Zealand
  – 16% female in engineering workforce
  – 9% of technical leaders in engineering are female
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New Zealand Ministry of Foreign Affairs and Trade

Jacobs

Geo-INZ Programme

Gender, environment and human rights

Technical Assistance

Capacity Development

Gender equity and women’s empowerment

- Fairness of treatment for women and men
- Equity leads to equality
- Redress power imbalances

Partners

Badan Geologi

EBTKE

PT SMI

Indonesian geothermal industry
Geo-INZ

- Networking events
- Encourage women into the industry
- Support women to move into leadership
- Mentoring programme
- Technical sessions for women
- Understand barriers to women staying in the industry
- Gender equity and women’s empowerment

Source: anitab.org
Mentoring Programme

• Purpose
  – Develop and encourage junior staff
  – Enhance leadership skills of senior staff
  – Transfer of knowledge and experience to build capacity
  – Extend networks
  – Create a cycle whereby former mentees become mentors themselves

• Who
  – Only women can be mentees
  – But both men and women are invited to be mentors
  – We will pair mentees with mentors who we believe will aid and support the mentee’s professional goals and objectives
  – Technical alignment is not necessary
What does a mentor do?

- A mentor is not a coach
- Various models of mentoring
- Effective mentoring:
  - Trust
  - Open communication
  - Setting standards and expectations
Benefits

Mentees
- Increase professional self-confidence
- Access mentor’s knowledge and expertise
- Insights into own behaviour and practices
- Gain sounding board for ideas/challenges
- Expanded networks
- Encouragement, support, feedback
- Insight into norms and culture of the industry

Mentors
- Serving/developing others
- Transfer skills and knowledge
- Enhance leadership and communication skills
- Re-examine own practices, attitudes and values
- Expanded network of colleagues
- Professional recognition for skills and expertise while staying current

Adapted from University of Auckland “A Guide to Mentoring”
Expectations

- The mentee is the focus of the programme and is responsible for initiating meetings
- Meetings monthly or every second month
- Time commitment is small
- Programme to run April-November 2018
- Mentoring relationships may continue
What to do

• Complete the form and e-mail it to me: jane.bydder@jacobs.com by Friday 30 March 2018
• Pick up extra forms for your colleagues

Timing:
• Programme start: April 2018
• Support material provided
• Online forum set-up
• Initial check-in: June 2018
• Programme end: Nov 2018
Terima kasih!