



*2009 - Celebrating 125  
Years of Service*

# Vicdeaf Deaf Leadership Mentor Programme

## Information session



## Why a leadership program?

- Time to deliver our vision  
*“Leading the way in social justice and equity’ for Deaf and hard of hearing people”*
- 2009 is Vicdeaf’s 125<sup>th</sup> anniversary and we need to honour our past as well as develop new leadership for the future



## **Why a leadership program (cont'd)?**

- Robert Adam: 'Cultural imperialism'
- Victoria needs good leadership for its future and Deaf & hard of hearing people can, and should, be active leaders as part of that future
- Partnership with Leadership Plus



## Objective of the Program

- To provide a better opportunity for Deaf Victorians to become leaders



## How?

- Develop leadership skills
- 'Real life' leadership situations
- Give existing leaders the chance to act as a mentor
- Vicdeaf to provide resources eg. Interpreters and finance the Program



## Who is involved in putting it together?

- Leadership Plus
- Vicdeaf Program Coordinator: **Natalie Sandon**
- Advisory group:
  - Robert Adam**, Deaf professional (UK)
  - Melissa Anderson**, Lecturer, Kangan Batman TAFE
  - Irene Holub**, President, VCOD & Aurora School -  
Early Intervention Team Leader
  - Kyle Miers**, Policy & Strategy Adviser, Deaf Children  
Australia
  - George Panousieris**, Manager – Leadership Plus



## **Mentoring** (George Panousieris – Leadership Plus)

- Pleasure to work with Graeme, Natalie & Vicdeaf in supporting this new mentoring initiative.
- 12 months time: hope can extend the program & relationship between Vicdeaf & Leadership Plus.



## **Mentoring** (cont'd)

- Mentoring helps people develop leadership skills
- Mentoring is more than advising; it is also a personal & professional relationship
- Relationship develops and changes over time



## **Program overview** (Natalie Sandon)

- Put together for Deaf people including Auslan version
- Training: **David Peters**
- Manual: living document & learning process for everyone. Feedback important
- This year's mentees = future mentors



## **Mentoring - what is it?**

*'a mutually beneficial relationship which involves a more experienced person helping a less experienced person to identify and achieve their goals' ...*



## Leadership – what is it?

- A person's influence over others.  
*A leader will motivate and lead the actions of a group toward the achievement of goals.*



## **Mentors: who are they?**

- Experienced & highly regarded women and men – Deaf & hearing
- Leaders in their field – want to share their leadership knowledge and experience
- Mentors will develop their leadership capabilities and extend their networks



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## **Mentors: key responsibilities**

- Attend training & evaluation
- Mentoring agreement
- Support the mentee in their leadership development plan
- Develop relationship/show respect for mentee (confidentiality)
- Host the mentee in the workplace or similar for at least eight meetings



## **Mentors: time commitment?**

- April – November, 2009
- Training, relationship-building session, eight meetings, evaluation & celebration



## **Mentees: who are they?**

- Women & men who want the opportunity to learn skills to become leaders in their chosen field.
- Opportunity to network with a range of leaders
- Deaf people regardless of age, education, skill or background can apply



## **Mentees: key responsibilities**

- Attend training & evaluation
- Develop a mentoring agreement
- Create a leadership development plan
- Develop relationship/show respect for mentor (confidentiality)
- Attend eight meetings



## **Mentees: time commitment**

- April – November, 2009
- Training, relationship-building session, eight meetings, evaluation & celebration



## **Program outline**

- Training: more for Mentors. DAT for hearing Mentors.
- Relationship-building session. Ten-pin bowling?
- Signing of a program contract
- Eight meetings, approx fortnightly
- Review half way through
- Celebration / debriefing



## **Program outline (cont'd)**

- no fault termination
- Manual: information, guidance for eight meetings and checklist
- Assistance & advice available



## **Do I need to be working?**

- No. Anyone who wants to be a leader in their field can apply.

## **How many people?**

- Eight mentors & mentees

## **Cost?**

- None. Reasonable travel costs, meals at training, relationship-building session and celebration covered. Training & interpreting costs covered too.



## **What do you get out of this program?**

- New skills, networks, opportunities, inspiration, confidence and the ability to become a leader.

## **Who should apply?**

- Any Deaf person who wants to become a leader.



## How to apply?

- Application form – Auslan or English
- Police check: 10 days - 6 weeks
- Close: 16 March, 2009
- Advisory group to match mentors & mentees
- Successful applicants notified 24 March, 2009