

## Leadership Through Mentoring 79

### *“A Day of Leadership Mentoring across Victoria.”*

#### **Project Goal**

To develop and promote the leadership capacity of people with disabilities across all local governments in Victoria.

#### **Project Objectives**

- To develop a mentoring process and appropriate resources for the project
- To promote the Mentoring Day through appropriate state-wide peak organisations
- To identify potential leaders who have a disability who would benefit from participating in the Mentoring Day.
- To assist mentees to identify other leadership development opportunities

#### **The Project**

The project will pilot, evaluate, design and implement a Leadership Mentoring Program that increases leadership opportunities for people with a disability. The “Leadership Through Mentoring 79” project will arrange for 3-5 people with a disability to be involved in a Mentoring Program with Councillors, Chief Executive Officers and Senior Managers in each of the 79 Local Governments in Victoria.

The project is intended to take place on one day in the year, and will be one of the days in Leadership Week. Leadership Week usually falls in the last week of July.

The project will have four phases:

- **Phase 1. Project pilot.**

This will be undertaken in partnership with one local government region, three outer metropolitan and two inner metropolitan local governments, (10-12 Councils in total). The negotiations with the participating Councils will occur in May, June and July 2005, with the pilot announced in Leadership @eek (24<sup>th</sup> - 29<sup>th</sup> July 2005). The mentoring activities will take place during October and November 2005 with the awarding of certificates to the Mentees and Mentors occurring on, or close to, International Day of disAbility (3<sup>rd</sup> of December 2005).

- **Phase 2. Pilot evaluation.**

The pilot will be independently evaluated In December and January 2005/06. The evaluation will measure the degree to which outcomes of the pilot have been met. It will make suggestions regarding improvements to the project and strategies for their implementation.

- **Phase 3. Project roll out.**

The project will be rolled out during 2006 based on the findings of the pilot evaluation. The milestones in such a process will include:

- a) Enlist support from all 79 local governments
- b) Enlist support from rural/metro/deaf access workers and Disability Planners based in Local Government
- c) Develop materials and resources for mentors and mentees
- d) Launch the project
- e) Undertake the mentoring
- f) Celebrate at a ceremony

• **Phase 4. Further leadership development**

The project in both phases 1 and 2 (Pilot and Project roll out) will ensure that the mentees are informed of all future leadership opportunities available to them. In particular, Leadership Plus and the Councils will be encouraged to provide places in their up-coming leadership training/development initiatives.

This program has been designed to pilot the idea of 3 to 5 people with disabilities being mentored by local government leaders. The Councils taking part in the pilot are:

- Latrobe City
- Bass Coast Shire
- East Gippsland Shire
- Baw Baw Shire
- South Gippsland Shire
- City of Dandenong
- Wellington Shire
- City of Moreland
- City of Yarra