

# YSPN 2021 Mentoring Program Application

<b>First Name</b>	Harpreet
<b>Last Name</b>	Singh
<b>What is your best email address to contact you on?</b>	harpreet.singh88@gmail.com
<b>Phone Number</b>	(+61) 422-123456
<b>DOB</b>	Wednesday, March 1, 1989
<b>Gender</b>	<input type="radio"/> Male
<b>Which City and Country do you live in (eg. Brisbane, Australia)</b>	Brisbane
<b>Current Role</b>	IT Project Manager
<b>Current Employer</b>	XYZ Corporation
<b>Industry</b>	<input type="radio"/> Technology
<b>Have you previously been part of a Mentoring program?</b>	<input type="radio"/> No
<b>Which of the areas below do you need mentoring support?</b>	<input type="radio"/> Leadership Essentials

## What is your current challenge in the mentoring area you picked above? What is it about the current situation that shows you this is an area that needs work?

As a 33-year old technology professional, my current challenge with leadership is to strike a balance between being authoritative and being approachable. While it's important to have a clear vision and provide guidance to my team, I also want to make sure that I'm creating an environment where my team members feel comfortable coming to me with questions or concerns.

The current situation that shows me this is an area that needs work is the fact that some team members seem hesitant to approach me with questions or feedback. I've noticed that there have been instances where team members have gone to other colleagues for advice or help, rather than coming to me directly. This is a sign that I need to work on building stronger relationships with my team members, and create a more open and transparent communication culture within my team.

## Have you made attempts to improve in this area before? What have you learned from your previous attempts?

Yes, I have made attempts to improve in this area before. One thing I have learned from my previous attempts is that it's important to actively listen to my team members and give them opportunities to express their ideas and concerns. In the past, I may have unintentionally dominated conversations and not given others enough chances to speak up.

I have also learned that it's important to be clear in my communication and expectations. Providing regular feedback, both positive and constructive, is key to helping my team members grow and develop. Finally, I have learned that leading by example is crucial. By demonstrating the behavior and attitude that I expect from my team members, I can create a culture where open communication and collaboration are valued. Overall, I believe that with continued effort and self-reflection, I can improve my leadership skills and create a more effective and cohesive team.

**What is your desired outcome of the mentoring program? What does success of the mentoring program look like? Be specific. The clearer you are on your outcomes, the easier it will be to measure it.**

My desired outcome of the mentoring program is to gain new insights and strategies for enhancing my leadership skills and improving my ability to lead a high-performing team. Specifically, I would like to focus on developing my skills in areas such as effective communication, conflict resolution, and fostering a positive team culture.

Success of the mentoring program for me would mean being able to apply the knowledge and skills gained through the program in my day-to-day work. This might include more effectively managing and motivating team members, resolving conflicts and challenges in a constructive manner, and fostering an environment of collaboration and innovation within my team.

In addition, success of the mentoring program would also mean developing a strong relationship with my mentor, who I hope will serve as a valuable sounding board and source of advice and guidance throughout my career. Finally, I would like to see measurable improvements in my team's performance and engagement as a result of the skills and strategies learned through the mentoring program.

**Is there anything else we need to know about your application (eg. can't have mentors from a certain industry due to conflict of interest, etc?)**

N/ A

**The success of the mentoring program depends on the mentor's capability and also 100% engagement from your end. Are you committed to the time and effort required to make this program a success?**

Yes

**Terms and Conditions**

Typically, a mentoring program with the calibre of individuals we're providing can cost anywhere between \$2,000 to \$5,000.

As YSPN in a not-for-profit organisation with the primary objective of advancing our members, this low cost program has been made possible with our high calibre mentors generously dedicating their time and effort as a way of giving back to our community. Your participation in this program is conditional on agreeing to, and maintaining, the following terms:

Payment of fees

Mentees pay AUD \$150 to participate in the YSPN mentoring program.

This is a cost recovery fee for expenses related to running the program. It is not to be considered as payment for service. Mentor participation is voluntary and the YSPN Mentoring team are staffed by Volunteers.

1. If your application is successful, you will be provided a link to pay for the program.
2. Mentoring Program fees for mentees must be paid by the end the COB 4th July 2021.
3. An invoice will be sent upon successful payment.

### Cancellation

1. YSPN requires 10 working days written notice for any withdrawals from the program. Withdrawals prior to 30th July will have 20% cancellation fee deducted from the refund (and will be considered owing if invoice is unpaid).
2. Withdrawals after 30th July will not receive any refund.
3. YSPN retains the right to cancel an event with at least 2 days prior notice, or or reschedule a session if the Mentor becomes unavailable within 1 day of notice.
4. YSPN reserves the right to vary the program where necessary.

### Conduct

1. If successful in your application, you will make every effort to attend all 6 sessions via video conferencing. If not able to attend a meeting, you will provide upfront notice to either the YSPN Mentoring Program Team or the Mentor;
2. Agree to participate and complete the activities set out to assist you in your mentoring journey;
3. Both mentors and mentees are to maintain confidentiality throughout the program. Contact the YSPN Mentoring Program team if support or conflict resolution is required;
4. No bullying, harassment or other unacceptable behaviours will be tolerated
5. Any advice given is not made on behalf of YSPN

**Have you read and accepted the T&C's above?**

Yes

Please wait up to 2 seconds after you click Submit, as you will be redirected to a page with the Next Steps.