

2025 WiBF MENTORING FOR SUCCESS PROGRAM

women
banking
and
finance

SERENDIS
LEADERSHIP

A cross-industry leadership and mentoring program to enhance a culture of inclusive and adaptive leadership across the sector.

“I am more assertive about what I want to accomplish and proactively taking steps to get there. Taking time to focus on self-development and encouraging my leadership team to do the same.”

- 2024 Mentee

“The program offered an opportunity to give back/pay forward and remind myself of the challenges emerging leaders face. I now have more empathy as a result and increased understanding which I can take back to my internal context.”

- 2024 Mentor

ABOUT THE PROGRAM

Inclusion and agility are at the core of successful leadership today. In a world that requires constant innovation to solve new and complex problems, the Mentoring for Success Program aims to provide an opportunity across the Banking and Finance sector for participants to accelerate their career and develop inclusive leadership awareness.

In 2025, this flagship WiBF initiative, will continue to be open for participants of any gender. This important evolution provides a broader representation of emerging leaders the opportunity to develop inclusive leadership skills and experience the benefit of this impactful program. Given the original intent of the program to increase the female leadership pipeline, we will continue to expect a strong representation of female mentees.

By taking part in this program as a MENTEE, you will:

- Take a more thoughtful approach to your career
- Drive your career based on your strengths, passions and purpose
- Focus on your personal brand and network
- Develop your influencing skills
- Increase confidence and capabilities to operate strategically
- Understand the value of and learn how to lead inclusively.

MENTORS report that their participation on the program results in:

- A significant impact on their inclusive leadership awareness and practice
- Enhanced mentoring and coaching skills
- Growth of their personal leadership impact
- Opportunity to positively impact the development of an emerging leader in the sector.

The program combines informal and formal sessions between mentees and mentors with a series of events and workshops designed to develop connections across the industry and enhance leadership and mentoring capabilities. Our participants are supported by our digital platform, MentorKey, providing career, leadership and mentoring tools and frameworks which deliver unique insights to building an impactful mentoring partnership.

Mentees are matched with mentors from different organisations within the industry creating positive connections across functions within the sector. This diversity provides a unique opportunity for hearing different perspectives and previous participants highlight this as one of the most valuable aspects of the program.

PARTICIPANT SUITABILITY

As a guide, mentees should meet at least three of the following:

- Minimum of 10 years' professional experience
- Currently managing or leading a team directly or through a significant project or initiative
- Aspiring to a senior leadership position in the near future
- A clear agenda relating to the enhancement of strategic skills, stakeholder engagement and/or development of their leadership profile

Mentees and mentors participating in the program are required to be available to attend regular group workshops and six to eight individual one on one mentoring meetings with their mentoring partner. Questions regarding suitability of participants can be direct to WiBF.

KEY DETAILS 2025

- The program runs from April to November and specific program dates will be shared upon acceptance on to the program.
- The program offers two cohorts, one delivered in Sydney and a second cohort delivered nationally.
- Please ensure your organisation has approved your participation and program fee prior to applying.

As a guide, mentors should meet at least three of the following:

- Minimum of 20 years' professional experience
- Strong commitment and interest in supporting the development of emerging leaders
- Significant experience at a strategic or executive leadership level
- Prior successful informal or formal mentoring experience and an appetite to further develop their mentoring impact

FULL PROGRAM DETAILS

DATE	EVENT/WORKSHOP	MENTEE	MENTOR
April/May	Mentee Masterclass Provides mentees with frameworks and reflection tools to establish their goals for the program.	✓	
May	Mentor Toolkit Provides opportunities for mentors to discover frameworks to create impactful mentoring relationships.		✓
May	Mentoring Program Launch First introductions between mentees and mentors followed by interactive panel discussion with previous participants.	✓	✓
June	Inclusive and Adaptive Leadership Mentees and mentors discuss principles of adaptive leadership and the behaviours required to lead inclusively. Followed by the launch of an optional 360 feedback survey.	✓	✓
July	Inclusion360 Debrief An opportunity to discuss the feedback gained from colleagues in relation to inclusive leadership behaviours through the Serendis 360 inclusion survey.	✓	✓
August	Mid-Point Check-In and Signature Strengths A joint experience where mentees identify their personal career and leadership purpose and signature strengths alongside their mentor.	✓	✓
September	Developing a Resilient Mindset Introduction of neuroplasticity and cognitive awareness to build and enhance mental resilience and grit.	✓	✓
October	Panel Discussion A panel of senior mentors will answer mentees' questions and share insights about their careers over an informal lunch.	✓	
November	Grand Finale Close of the 2025 Mentoring Program.	✓	✓