



# AusIMM Mentoring Program 2026

*A proven platform for accelerating professional growth, leadership capability, and organisational excellence.*





## Mentoring that builds capability, confidence, and culture.

The AusIMM Mentoring Program is a renowned industry program that matches Australasian resources professionals for career guidance, knowledge sharing and professional growth.

People are at the heart of the resources sector and essential to our industry's continued success into the future. Our Mentoring Program is designed to support resources professionals, at all career stages to achieve their career goals.

By fostering career growth with a structured mentoring program, participants gain significant value through accelerated learning, exposure to new perspectives and professional and personal development. In turn driving value back to your organisation with enhanced capability and a culture that actively supports career progression.

Each mentoring journey is a powerful investment by enabling participants to take ownership of their career development, expand their networks, and unlock their full potential. The benefits extend beyond the individual as it delivers measurable value back into your organisation through a more skilled, motivated, and future-ready workforce.

The program is a proven success for professional growth with skills development, building confidence, and equipping mentees with the competencies they need to thrive in the resources sector. Participants consistently feedback that as a direct result of their mentoring experience they took meaningful action toward career goals, improved how they communicate with others or developed or strengthened a skill.

### Proudly delivered by AusIMM

AusIMM is the peak body and trusted voice for professionals in the resources sector. We advance careers, inspire leadership, uphold standards and connect communities.

# Positive changes experienced in 2025

## Mentees



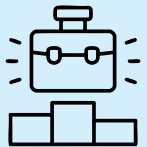
### Personal development and mindset

- Building confidence and assertiveness
- Patience and resilience when facing challenges
- Developing a growth mindset
- Understanding personal value and competencies
- Managing work-life balance



### Communication and relationships

- Active listening
- Seeing and respecting different perspectives
- Conflict resolution and working with difficult team members
- Giving and receiving constructive feedback
- Sharing updates and engaging with groups



### Career and professional skills

- Goal setting and future planning
- Prioritisation, scheduling, and tracking progress
- Understanding how goals evolve over time
- Clarity, direction, and purpose in career paths
- Laying professional foundations (e.g., LinkedIn, memberships)



### Networking and broader engagement

- Building networks and professional engagement
- Navigating support systems and peer learning

## Mentors



### Improved mentoring skills

- Calibrating mentoring style to suit each mentee
- Asking better questions to challenge mentees
- Guiding without giving all the answers



### Personal growth and reflection

- Self-reflection on their own working style and habits
- Growing emotional intelligence (EQ) to support others effectively



### Broader understanding and empathy

- Gaining insight into challenges young professionals face
- Learning about diverse cultural backgrounds and experiences
- Listening with empathy and embracing different perspectives





## Program commitments

Activity	Key dates
Applications Open	3 December 2025
Applications Close	3 March 2026
Program Launch Webinar	19 March 2026
Midway Progress Review	22 July 2026
Program Close Webinar	17 November 2026
Program Concludes	2 December 2026

Activity	Time required
Training, reading and workshops	4 hours total
Preparation / time spent with your mentor/mentee	1-2 hours monthly
Follow up actions (Mentee)	1-2 hours monthly
Program surveys	30 minutes total

# Empowering potential through authentic mentoring

Mentoring isn't just for your high performers, it's for everyone.

At its core, mentoring is a two-way learning partnership that helps professionals at any stage of their career grow professionally and personally. Mentees gain invaluable insights through meaningful conversations, honest feedback, and personalised guidance with an experienced mentor who will offer practical career advice and support.

By participating in the AusIMM Mentoring Program, individuals strengthen their soft skills and build collaboration and resilience – helping them navigate change, apply creative thinking, and connect meaningfully with others across your company and the sector.

Examples of key soft skills developed through AusIMM's Mentoring Program include:

Productivity and effectiveness Professionalism and integrity  
 Initiative **Adaptability** **Time management**  
**Attitude growth** Patience and understanding  
 Communication skills **Mindset & motivation**  
 Critical thinking and problem solving Wellbeing and  
 Curiosity **Self-awareness** personal growth  
 Interpersonal relationship building Persistence & Grit  
**Teamwork Creativity** **Sense of purpose**  
**Confidence** **Sense of purpose**  
 Meaningful small steps to career goals  
 Self-Management Resilience Social and cultural awareness Self reflection



**Mentor**

*"Many of the challenges being faced by my mentee have allowed significant self reflection regarding my own current work dynamic"*

**Mentee**

*"I have put some of the advice taken from my mentor and put into practice at my workplace and have got results. Developed some skills on corporate politics and emotional controls. More confident in expressing myself in a positive way to influence the audience."*



# Proven impact of AusIMM's Mentoring Program

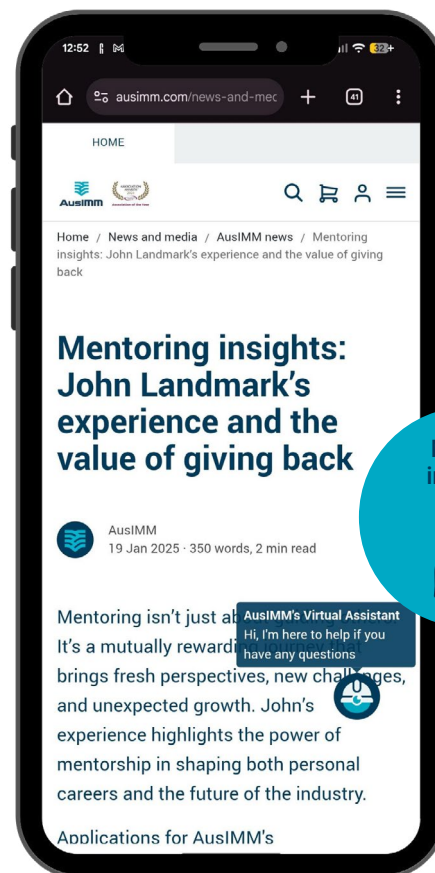
2025 program insights and feedback:

**244** participants in 2025, with a total of 122 mentee-mentor pairs.

**92%** of participants reported being very satisfied or satisfied with their mentoring match

**84%** of mentees reported on track for completing their career goals

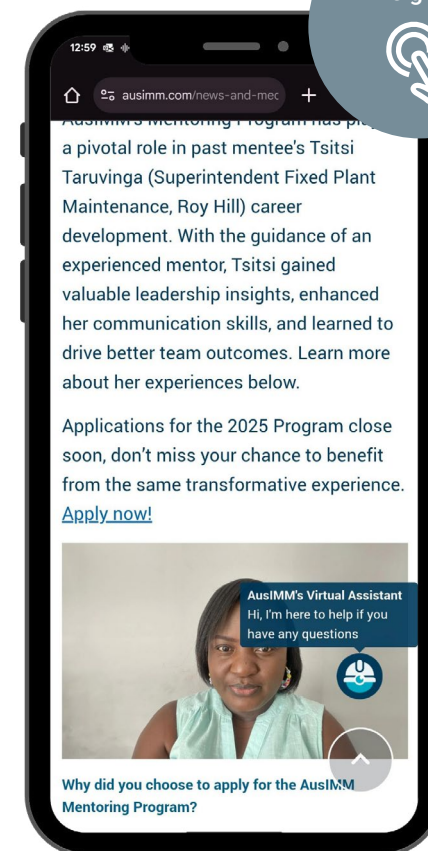
**94%** of participants reported having a strong rapport with the mentoring partner



## Mentee

*"My mentor has been very helpful in identifying that leadership and management skills are just as important to learn early in your career as hard skills."*

## Mentee insights



## Mentor

*"It has forced me to go back and look at my own prioritization and work scheduling skills. Something I have taken for granted for a long time, but when asked how I manage it and why I approach it the way that I do, I've had to take a step back and really think about it"*

# Benefits of partnering with AusIMM's Mentoring Program

Building capability, confidence and connection helps individuals thrive; and in turn strengthens the resilience, innovation, and long-term sustainability of the resources sector.

Focus	Business Outcomes
<b>Growth and retention</b>	Directly supports the careers of your professionals & emerging leaders, and optimises retention.
<b>Bespoke matching</b>	Ensures your mentees are matched with recognised industry leaders possessing specific, relevant expertise.
<b>Leadership development</b>	Enable your senior leaders to act as mentors, gaining invaluable insights into the developmental needs and aspiration of the industry's emerging talent.
<b>Recruitment advantage</b>	Attracts top graduate talent by positioning external, objective mentoring as a core benefit of working for your company.
<b>Attraction and onboarding</b>	Establish a structured external support system to accelerate talent development and industry integration. Leverage the credibility of AusIMM's brand and network to attract high-potential professionals. Position mentoring as a premium employee benefit that enhances learning and differentiates you from competitors.
<b>Brand visibility</b>	Align your brand and showcase your commitment to professional development within your organisation.
<b>External network access</b>	Empowering employee's potential with confidential, unbiased career advice and connections to professionals outside your organisation. Create a high-value touchpoint between industry leadership and your emerging talent.
<b>Knowledge transfer</b>	Supports the passing down of internal knowledge while leveraging external perspectives.



## Partnership opportunities

Becoming a Mentoring Program partner gives your organisation a practical, people-centred solution to develop talent at every career stage.

Choose from two tailored partnership packages:

**Signature Partner** – Designed for large mining companies and global METS seeking a deep, measurable solution for retention, succession planning, and internal development.

**Major Partner** – Ideal for mid-tier mining companies and established METS, focused on delivering a high-quality, structured experience that integrates professional development and strengthens your employee value proposition.

		Partnership packages	
		Signature	Major
		\$25,000 excludes GST	\$18,000 excludes GST
Focus	Business outcomes		
<ul style="list-style-type: none"> <li>Guaranteed cohort slots</li> </ul>	Secure places for your employees in the Mentoring Program, enhancing your Employee Value Proposition and supporting career development.	10	5
<ul style="list-style-type: none"> <li>Brand amplification</li> </ul>	Your company will be prominently featured across all marketing channels, including the Mentoring Program website, email campaigns, and digital platform.	✓	✓
<ul style="list-style-type: none"> <li>Acknowledgement of your support</li> </ul>	Gain prominent logo placement during our mentoring webinars, with a verbal acknowledgment of your partnership.	✓	✓
<ul style="list-style-type: none"> <li>Industry recognition</li> </ul>	Receive recognition in the Mentoring Program wrap-up article, showcasing your commitment to building a strong talent pipeline for the resources sector.	PROFILED	FEATURED
<ul style="list-style-type: none"> <li>Workforce Attraction</li> </ul>	Access a co-branded Attraction Toolkit to leverage the programs value proposition in recruitment materials and at university career fairs.	✓	

## SUPPORTING ORGANISATIONS

As a Supporting Partner, align your brand with AusIMM's Mentoring and receive brand recognition with your logo displayed on the Mentoring Program website.

### Individual engagement

AusIMM Member

**\$1,000**

(excluding GST)

Member Bundle

**\$1,266**

(excluding GST)

Includes mentee fee  
and AusIMM Associate  
membership for  
12 months

Non-member

**\$1,500**

(excluding GST)



# Previous program supporters

## Premium Partners



## Participants

### Major Miners

- Agnico Eagle
- AngloGold Ashanti
- BHP
- Fortescue
- Freeport McMoRan
- Glencore
- MMG Limited
- Newmont

### Mid-Tier Miners

- Aeris Resources
- Aurelia Metals
- Arcadium Lithium
- Coronado Global Resources
- De Grey Mining Ltd
- Evolution Mining
- IGO
- Mandalay Resources
- Merdeka Copper Gold
- Mineral Resources Limited
- Nexus Minerals
- Northern Star Resources Limited

### METS Companies

- Agilitus
- AMC Consultants
- AMETS
- Amira Global
- Ausenco Services Pty Ltd
- Bureau Veritas
- Department of Energy, Mines, Industry Regulation and Safety (DEMIRS)
- Deswik
- Encompass Mining
- ERM
- GMA Garnet Group
- Hatch

## Major Partners



- Ok Tedi Mining Ltd
- Peabody Energy Australia
- Rio Tinto
- Roy Hill
- Whitehaven Coal
- Yancoal

- OceanaGold
- Pilbara Minerals Ltd (PLS)
- Primero
- Ramelius Resources Limited
- Regis Resources
- Sandfire Resources
- SIMEC Mining
- Stanmore Resources
- Talisman Mining Limited
- Vault Minerals Ltd
- Westgold

- IMDEX
- Micromine
- Mine Land Rehabilitation Authority
- Mineral Technologies
- Mipac Pty Ltd
- Regeneration Enterprises
- Sedgman
- Snowden Optiro
- SRK Consulting
- Thiess
- Worley
- Xenith

# Contacts

## Engagement



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## Program management



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# Booking form

Contact details - person/s responsible for partnership liaison

Title *(please indicate)*    Ms    Mr    Prof    Dr    Mx

First Name ..... Last Name .....

Organisation .....

Position .....

Address ..... City .....

State ..... Post Code ..... Country .....

Email ..... Telephone .....

Mobile ..... Website .....

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AusIMM's 2026 Mentoring Program - Please select level of partnership \*Package prices are ex GST

Signature Partner \$25,000

Major Partner \$18,000

Additional Mentees \_\_\_\_\_

Additional Mentees \_\_\_\_\_

Partnership Total \$ \_\_\_\_\_

Company logo (in high resolution jpg and eps format) must be received with your completed form

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

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Method of payment

Note: please select your method of payment and we will send you an invoice for EFT transfer or a credit card payment link

Credit Card    Invoice

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