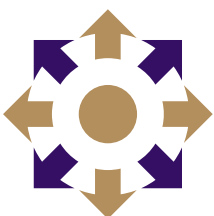




Mentoring

Investing in careers
Delivering industry excellence

Developing your career
Fulfilling your potential



The Chartered
Institute of Logistics
and Transport

CILT NZ PROVIDES CAREER DEVELOPMENT MENTORING



Enhance your career development by joining the CILT NZ Mentoring Programme which involves primarily encouragement, listening with empathy, sharing experience and developing insight while acting as a sounding board. The Mentor assists in the personal and professional growth of an individual, who is already a manager or supervisor, or aspires to be one (known as a protégé) and who has a need for career guidance in a non-threatening environment that will allow him or her to progress and enhance his or her management career by sharing the knowledge and insights of the mentor's experience.

CILT NZ is committed to helping to increase and improve professional skills and expertise through education, training and development. Amongst other initiatives, we will do this by providing mentoring assistance - a unique resource of knowledge and expertise - for those who wish to develop their careers in this exciting sector.

Our aim is to build a community that:

- Fosters career development
- Promotes shared learning
- Inspires professional excellence
- Supports the delivery of effective logistics and transport

Our mentoring programme is modelled on a similar one managed by the New Zealand Institute of Management, and we gratefully acknowledge the assistance that has been provided by NZIM in setting it up.

How does it work?

- Mentors and protégés are matched on a “one to one” basis from pre-established criteria
- Regular contact and support is given, with the initial contract being for one year
- Career goals are identified
- Support is given and challenges resolved through confidential, honest and open discussion

What CILT will do:

- Match Mentors and Protégés according to their experience and career needs.
- Provide training to mentors.
- Provide guidelines and assistance as and when required prior to and throughout the mentoring process.
- Obtain endorsement of a Mentoring Agreement by all parties.
- Ensure Mentoring Evaluation Reports are produced on time and acted upon where necessary.
- Reassign Mentors or Protégés where appropriate.
- Collate and review feedback from the program in order to continually enhance the programme and its outcomes.

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Who will benefit?

Mentoring aims to help the protégé in a variety of ways.

For Protégés, mentoring:

- Promotes a professional relationship that fosters guidance and support during the protégé's development.
- May increase the self-confidence of a new professional as he/she becomes familiar with a new role, increased responsibilities, or a new organisational culture.
- Challenges protégés to go further, take risks, set new goals, and achieve at higher personal and/or professional standards.
- Provides a forum to dialogue on professional issues and to seek and receive advice on how to balance new responsibilities.
- Matches a new professional with an experienced professional in the field and promotes networking and visibility.
- Provides role modelling for professional leadership and facilitates the development of increased competencies and stronger interpersonal skills.
- Reflects the protégé's commitment to personal and professional growth.

Georgia Department of Technical and Adult Education

ATTENTION EMPLOYERS:

Do you have young and promising staff but neither the time nor resources to dedicate to their development?

If you are working in the Logistics, Supply Chain and Transport industry and would like to dedicate more one-on-one time to your promising staff, why not register them to become protégés in the CILT NZ Mentoring Scheme.

CILT NZ has a team of trained volunteer Mentors, each of whom is an experienced professional who will work closely with your staff member through a series of informal meetings and networking sessions.

The aim of the programme is to increase the knowledge and confidence of those in the industry who may be looking for more direction. Mentoring takes place in a confidential environment built on trust between the mentor and the protégé, recognising that highly sensitive issues with respect to competitive advantage and market information may be discussed during the mentoring programme.

The programme fee is NZ\$2,500 + GST per protégé, due at the registration of each protégé. To list your interest or find out more details please email the CILT NZ National Office on info@cilt.co.nz

Developing your career Fulfilling your potential

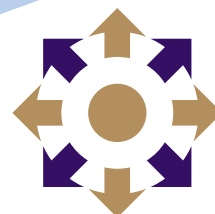
Who else will benefit?

For Mentors, the programme:

- Creates opportunities for experienced professionals to strengthen their knowledge base and improve communication skills.
- Enhances the leadership, teaching, and coaching skills of mentors and encourages them to become more reflective practitioners.
- Creates new support networks with other professionals in the field and promotes greater collegiality among professionals within and across institutions.
- Provides intrinsic satisfaction (the "feel good factor") by helping an emerging professional develop to his/her potential.
- Demonstrates professionalism and a commitment to personal and professional development of self and colleagues.

For Employers, the programme:

- Contributes to a positive organisational climate and promotes a clearer understanding of professional responsibilities and expectations.
- May increase employee satisfaction and retention by reducing a new employee's sense of isolation.
- May result in improved employee job performance, contribute to faster learning curves, and result in better trained staff.
- Reflects an investment in employee development and may increase employee commitment and loyalty.
- Promotes a positive image of the organization and reflects employee-centred values.



**The Chartered
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ATTENTION LOGISTICS AND TRANSPORT PROFESSIONALS

Develop others while extending your own skills

Have you thought about becoming a Mentor?

CILT NZ is offering experienced Transport and Logistics professionals the opportunity to pass on their knowledge to younger or less experienced colleagues by way of the CILT NZ Mentoring Scheme.

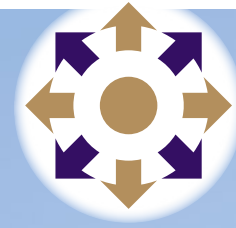
Mentors will be trained by a qualified facilitator and the initial course and airfare costs will be covered by the CILT NZ.

Mentors and protégés will be matched by an experienced Chartered Fellow of CILT and the scheme will be administered from the National Office in Auckland.

What's in it for you? This is your chance to assist a younger person to progress both professionally and personally whilst also adding to your own knowledge and achieving satisfaction through working and guiding another.

To register your interest in becoming a Mentor please email CILT National Head Office on info@cilt.co.nz

The time commitment is not particularly demanding. Mentoring normally takes place over a 12 month to 15 month period on a one-to-one basis. In the early months, you will probably meet with your protégé at least once a month, easing off to 6 week intervals, each session lasting no more than two hours.



Mentoring

ARE YOU NEW TO THE TRANSPORT AND LOGISTICS INDUSTRY?

Looking for a career path and not sure how to take the next step?

Why not register to become a Protégé with the CILT NZ Mentoring Scheme? Register your interest in becoming a protégé with the scheme by contacting the CILT National Head Office on info@cilt.co.nz. The programme fee is NZ\$2,500 + GST, due at registration, but we always hope that your employer will support you financially. This will be discussed once the initial contact is made with our office.

For those who are not already members of CILT, Affiliate membership of CILT is included in the registration fee for the period of your mentoring programme.

For more information contact:

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