



Women's Leadership Mentor Program

Stakeholder Proposal 2026-2027

www.maitlandbusiness.com.au

Courage in **ACTION** | **MENTORSHIP** in Motion



Alliance Partner of
**BUSINESS
NSW**

OUR WHY?

Identifying the key issues

At the Maitland Business Chamber, we believe that strong regional economies are built on strong regional leaders. As Maitland continues to grow as a vibrant regional city in the heart of the Hunter, the need for confident, skilled, and visible female leaders has never been greater.

Our Women in Business events have consistently shown us that local women are ambitious, capable, and eager to contribute yet many still face barriers to leadership opportunities, access to networks, and structured pathways for professional development.

Through years of engagement with our business community, we identified a clear gap: while the Maitland region is rich in talent, it lacks a formal and accessible framework to nurture and elevate emerging female leaders. Women told us they wanted deeper connections, real mentorship, practical skills, and a safe space to grow their confidence in both mentor and mentee capabilities.

This is more than a program! It is our commitment to shaping the next era of female leadership in Maitland and the wider Hunter region.!

The 'Hard Facts'

National Female Workforce Statistics

22% CEO's Female

37% Key Management

34% Board Representation

Source: WGEA Gender Equality Data 2023

In the Maitland LGA

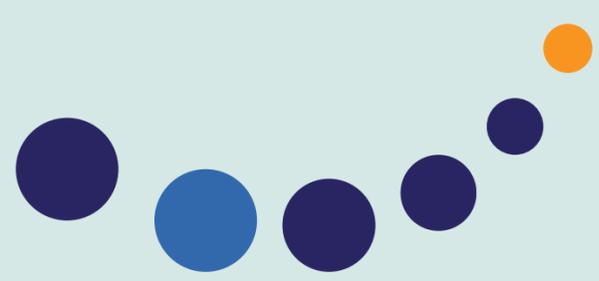
Chief Executive, Managers & Legislators
28% Female

Income >182K 17%

Income >156K 25%

Income >103K 33%

Source: ABS, 2021 Census



Program Objectives

To create an accessible, high impact development pathway for women in the Maitland region!

For mentees:

- **Skill development:** Improve leadership, communication, and management skills.
- **Increased confidence:** Gain clarity, self-challenge - feel more empowered and confident in roles and career pathways towards leadership.
- **Personal development:** Growth for mentees by the guidance, support, and feedback from mentors from a lived-experience perspective.
- **Real life advice:** Benefit from the experience of those who have forged similar paths.
- **Positive human connection:** Participating in a mentoring program can have a positive impact on human connection by fostering a sense of trust and openness between the mentor and mentee.
- **Expanded network:** Build a more valuable professional network beyond what a participant currently has access to.
- **Accountability:** A good mentor will hold a mentee accountable.

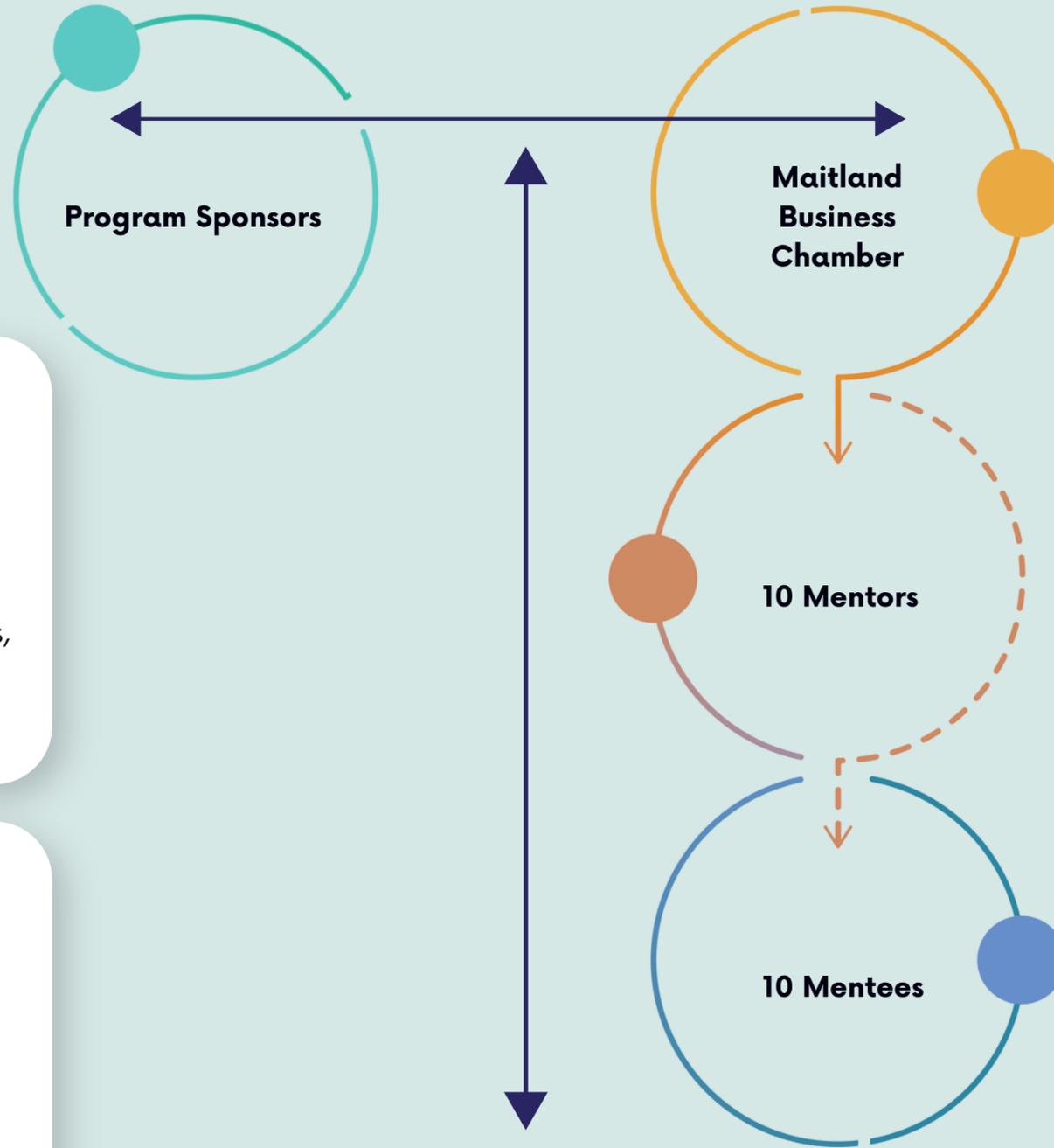
For mentors

- **Leadership development:** Hone leadership, communication, and management skills through guiding another person.
- **Reverse mentoring:** Mentoring is a two-way street and can be equally enjoyable for mentors. They can learn from younger or less experienced mentees and gain fresh perspectives, insights, and knowledge from a new generation, often in areas such as technology, current trends, and evolving social norms.
- **Increased satisfaction:** Pay it forward - feel a sense of accomplishment from helping others and giving back.
- **Fresh perspectives:** Gain new ideas and insights by connecting with someone from a different background or role.
- **Talent pipeline:** Develop a pipeline of talent within networks.

For Community & Business

The Chamber created this program because Maitland deserves a leadership pathway that reflects the strength of its people. **Courage in Action: Mentorship in Motion** exists to empower women at every stage of their career and equip our region with future-ready leaders to ensure that Maitland continues to thrive, not just economically but socially, culturally, and generationally.

Program Summary



Participants

- **10 Mentees**
 - Women across all roles and industries - early career talent, midcareer professionals, return to work candidates, and rising leaders.
- **10 Mentors**
 - Experienced executives, business owners, managers, governance professionals, and community leaders.

Program Duration

12 months March 2026 - March 2027

Delivery Components

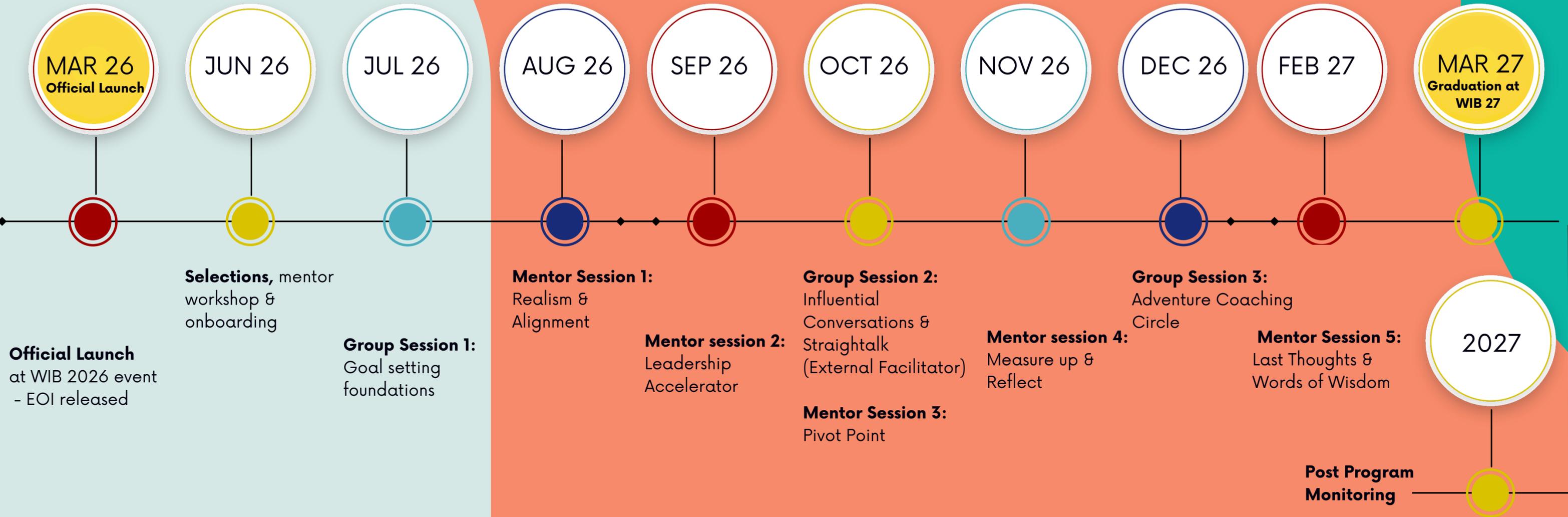
1. Application, review and candidate matching
2. Facilitated Group Sessions x 3
3. One-to-One Mentoring Sessions x 5
4. Graduation & post program monitoring

Session Objectives

Varied group and one-to-one sessions across the year focusing on:

- Leadership clarity
- Communication strategies
- Workplace challenges
- Strategic planning & decision-making
- Developing executive presence
- Confidence and visibility
- Career navigation

Program timeline



Official Launch
at WIB 2026 event
- EOI released

Selections, mentor
workshop &
onboarding

Group Session 1:
Goal setting
foundations

Mentor Session 1:
Realism &
Alignment

Mentor session 2:
Leadership
Accelerator

Group Session 2:
Influential
Conversations &
Straighttalk
(External Facilitator)

Mentor Session 3:
Pivot Point

Mentor session 4:
Measure up &
Reflect

Group Session 3:
Adventure Coaching
Circle

Mentor Session 5:
Last Thoughts &
Words of Wisdom

**Post Program
Monitoring**

2027

Sponsorship Positive IMPACT

Sponsor Benefits

A Talent Pipeline Development Tool for Sponsors

- Nominate a female mentee from within your organisation to promote the program.
- Support staff development without needing internal HR resources.
- Strengthen retention through external development pathways.
- Demonstrate commitment to diversity, leadership, and workforce capability.
- Opportunity to present corporate identity to mentee/mentors at Group Session 2

Leadership capability development for the regional workforce. Sponsors directly contribute to:

- Building resilient, confident female leaders
- Creating a stronger local talent pool
- Strengthening workplace culture and productivity
- Supporting succession planning and leadership continuity

High-visibility branding across a twelve-month initiative

- Launch luncheon with 120+ attendees
- Visibility across all three group sessions
- Graduation ceremony with 150+ attendees
- Chamber communications (email, social, print)
- Media opportunities across the Hunter

Qualitative & Quantitative Results:

- Data from feedback and mentoring platform reporting
- Post program monitoring at 6 and 12 months
- Participant progress summaries
- Mentorship impact stories
- Opportunities to feature company mentees and mentors

Long Term

Option to secure guaranteed long-term sponsorship for three years of the: "Courage in Action: Mentorship in Motion"
Women's Leadership Program

Sponsorship inclusions

Program coordination & admin (12 months) MBC	Program management, mentor/mentee matching, comms, reporting	Implementation, coordination and administration management of program by MBC	<h2>Sponsor Options</h2> <ul style="list-style-type: none"> • Support Mentorship Team/s as specified • Recognition on MBC website and social media • Social media assets to promote your involvement • Acknowledgement of sponsor level throughout the campaign / events + Mentorship impact stories • Option to Nominate a mentee from your organisation.
Mentoring platform Mentorloop	Licensing for mentor/mentee scheduling, tracking and analytics	Sponsors receive regular updates with measurable outcomes, in line with the sponsorship framework	
WIB Graduation 2027 event Sponsorship	Collective Sponsorship of WIB / Graduation event. Allocation of 2 tickets per sponsor.	Includes promotional material including photography & videography for participant impact stories.	
Marketing & media	Design, email/social assets, print collateral, media release support		
Group Session 1 facilitation	Venue, refreshments, materials	Assumes 20 participants (mentors + mentees).	
Group Session 2 – Facilitated workshop (external)	Workshop fee + venue/refreshments	Includes facilitation and practical materials	
Group Session 3 – Adventure Coaching Circle	Team building /outdoor activity, facilitation, refreshments	Includes facilitation and practical materials	
			<h3>Bronze Sponsor \$2990</h3> <p>1 x mentorship team (1 mentee 1 mentor)</p>
			<h3>Silver Sponsor \$4784</h3> <p>2 x mentorship teams (2 mentees 2 mentors)</p>
			<h3>Gold Sponsor \$7176</h3> <p>3 x mentorship teams (3 mentees 3 mentors)</p>

Measurable IMPACT

Let's Talk About How We Can Work Together

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We look forward to partnering with you to empower women, strengthen leadership, and support the future of our region.

Mentorloop Management & Reporting Framework

Mentorloop provides a comprehensive management suite including scheduling, content and reporting. Program capabilities include sentiment feedback, engagement metrics, participant highlights, and survey response summaries.

Reporting Schedule

- Mid-Program Report: November 2026
- End-of-Program Report: April 2027
- 6-Month Post-Program Report: September 2027
- 12-Month Post-Program Report: March 2028

By supporting Courage in Action:

Mentorship in Motion, you are investing in far more than a program! You are shaping the next generation of women leaders in Maitland. As a regional city at the heart of the Hunter, Maitland is rich with potential. What our women need now is access, opportunity, and a clear pathway to leadership.

Your sponsorship helps build that pathway and strengthens the leadership capability of our entire region.

Join Us in Creating Meaningful, Measurable Impact!

We invite you to partner with the Maitland Business Chamber in delivering a high-quality, regional-first mentorship and leadership experience that elevates women, strengthens workplaces, and builds a more confident and capable Hunter.

