



THE ACADEMIC HOUR FOR WIND POWER

14–15 November 2017, Cape Town, South Africa

## WindAc Africa Mentoring Programme

The South African Wind Energy Association (SAWEA) introduces the **WindAc Africa Mentoring Programme** which aims at facilitating short-term mentoring relationships between students at South African Universities and professionals currently working within the energy sector.

### The programme seeks to:

- promote the professional and personal development of university students who are interested in pursuing careers in the energy sector and
- proactively address gender issues in the sector by giving both female and male students access to **exclusively female mentors**.

Cross gender matching will be pursued as an approach to sensitise the next generation of male leaders in respect of challenges faced by women in the energy sector. It is intended that when they enter the workplace, they will promote gender inclusivity and contribute to changing workplace culture.

### The mentorship programme furthermore aims to:

- drive innovation and creativity by encouraging both females and males from both engineering and non-engineering backgrounds to pursue careers in energy,
- place students on the path to success by providing them with an opportunity to learn through the experience and expertise of our partners on a one-to-one basis and
- address the gender disparity in the sector by encouraging females to join, work, progress and stay in the energy sector.

### Programme structure

The first meeting is facilitated by SAWEA at the WindAc Africa conference and exhibition (14-16 Nov at the CTICC) upon which a mentee is paired with a mentor. Both parties commit to participate in the programme for the **duration of 10 months** and discuss the way forward.

The focus of mentoring is to be agreed upon by both parties and may include aspects such as, receiving an independent perspective on the career paths, providing networking opportunities and insights on how to maintain a good work-life balance.

Recommended one-on-one interactions include face-to-face meetings, email, skype or use of the telephone. We kindly ask all mentors to fill-out a short feedback form on the mentoring experience after completion of the programme.

## Benefits of being a mentor

The mentor can assume different roles which include role-model, educator, advisor, coach, listener, sounding-board, advocate and expert.

### As a mentor, you benefit from the following:

- It's personally satisfying seeing your students succeed. This is an achievement.
- Good students will be attracted to you. Word gets around about who the best mentors are.
- Your networks are enriched. Helping students make the professional and personal connections they need to succeed will greatly extend your own circle of colleagues.
- Effective mentoring advances the profession/ discipline because students will be able to make contributions before and after they have completed their studies.
- Having a mentee will keep you up-to-date on developments in your field and contribute to your professional and personal development.
- You get to understand the way young men and women think about gender disparity in the workforce and challenge thinking when it is necessary.

## Support South African students and volunteer as a WindAc mentor!

If you chose to accept our invitation, kindly fill-out the **Mentor Information Sheet** in order to optimise our matching with a suitable mentee.

**If you have any questions, please do not hesitate to make contact with Valerie:  
valerie@windac-africa.com or call +27 61 541 6140**

## Mentor Information

### PERSONAL INFORMATION

Name and Surname

Position

Institution/Company

Physical Address

Work Phone

Cell Phone

Email Address

Skype handle

### ACTIVITIES & INTERESTS

Please paste your headshot here

Please paste your short bio here

What are your other interests and hobbies?

What are your reasons for participating in this programme?

### AVAILABILITY

Please give us an idea of how much time you are willing to dedicate each month to your mentee

- Approx.. 15 min/month (or 2,5 hours in total)
- Approx.. 30 min/month (or 5 hours in total)
- Approx..1 hour/month (10 hours in total)
- More than 1 hour/month (more than 10 hours)