

Office for Recreation and Sport

Women in Sport and Recreation

Mentoring Program Guidelines

2018



ors.sa.gov.au



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Mentoring Program Overview

The history of mentoring can be traced back through Greek philosophy to the character of Mentor in Homer's Odyssey. The role of mentoring remains an important facet of personal and professional development today as it provides a valuable opportunity for reflection, active enquiry and learning for both the Mentor and Mentee.

The Mentoring Program forms part of the Office for Recreation and Sport's broader commitment to increasing Diversity and Inclusion in the Sport and Recreation sector, with the specific aim of increasing the skills, knowledge and experience of women working in the sector as a part of their overall career development and advancement. While the Mentees for this program will be women, both men and women leaders are encouraged to register Expressions of Interest to participant in the program as Mentors.

Please refer to the 'Mentoring Program Key Dates and Timeline', outlined on page 6, for further information regarding program dates and related workshops. For any additional queries not addressed by the Guidelines, please contact Kerin Cross, Senior Project Officer Inclusion via email kerin.cross@sa.gov.au or telephone 8457 1422.

Benefits of Mentoring

Mentoring is more than the transfer of advice, knowledge and insights from the mentor to the mentee. The relationship offers reciprocal and tangible benefits for both parties.

Some of the benefits for Mentees include:

- Access to a confidential "sounding board" and a safe zone for exploring ideas
- Ability to gain practical advice, encouragement and support
- Exposure to new ideas and ways of thinking
- Expanded strategies for addressing challenges and pursuing career opportunities
- An expanded professional network

Increased visibility and recognition within an organisation and/or sectorSome of the benefits for Mentors include:

- Refined and enhanced coaching and mentoring skills
- Opportunity to support the development of the next generation of leaders
- Insight into different perspectives, ideas and approaches to working
- Increased understanding of the challenges and experiences of aspiring women leaders
- Opportunity to reflect on their own goals and career aspirations

Reflections from 2017

"Mentoring as a professional development tool is one of the most effective and impactful approaches to building change and leadership capability in individuals"

"There are some great women working in sport"

"The structured environment of a time-based mentorship program was hugely beneficial"

"Being confident to ask for things/make change /take action"

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Roles and responsibilities of the Mentor and Mentee

Role of the Mentor: The primary role of the mentor is to provide feedback and guidance to the mentee based on the mentee's identified developmental needs and goals. At different points in the relationship, the mentor may take on the following roles:

Coach

- Demonstrate good listening and observation skills
- Ask insightful questions to encourage reflection
- Encourage the mentee to explore a range of options for addressing challenges and/or pursuing opportunities

Source of encouragement/support

- Challenge the mentee's traditional way of thinking and acting, including considering strategies that may be outside of their comfort zone
- Support the mentee with thinking through important decisions and strategies by offering opposing views and arguments
- Share insights regarding the key factors which underpin success in the mentees organisation/sector

Resource Person

- Share ideas and resources to support the mentee to enhance their personal development and career growth
- Expand the mentee's network of contacts

Champion

- Act as an advocate for the mentee by looking for opportunities to increase the mentee's visibility/profile within the organisation and/or sector

Role of the Mentee: The mentee is encouraged to embrace the mentoring relationship as an opportunity for personal and professional development. Key aspects of the mentee's role are to:

- Commit to being honest with themselves about what they might need to change in order to grow as a professional and a person
- Take responsibility for arranging regular meetings with their Mentor and go prepared to discuss progress and next steps
- Set defined development goals and commit to delivering agreed actions
- Demonstrate a willingness to step outside of their 'comfort zone' and consider new opportunities and/or ways of working
- Maintain an open mind regarding challenges and opportunities
- Adopt a growth mindset and be open and receptive to feedback
- Be punctual and reliable at all times
- Undertake reflection activities between mentoring sessions and keep a written record of progress.

'If you light a lamp for someone it will also brighten your own path.'

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Buddhist Proverb

Program Application Process Overview

The ORS Women in Sport and Recreation Mentoring Program is now open and calling for expressions of interest (EOI) from potential Mentors and Mentees.

The Mentee [Expression of Interest](#) is now open.

Mentee EOIs will be available from Monday 9 April 2018 and will close on Monday 23 April at 5:00pm. Mentees will be provided with the Mentor Profiles as part of the EOI process, enabling Mentees to nominate their top three preferences for a Mentor.

Please note that every effort will be made for successful Mentees to be paired with their preferred Mentor, however this outcome will be influenced by both Mentee preferences and the alignment between the goals the Mentee hopes to achieve and the experience of Mentors.

Successful Mentees will be advised of their involvement in the Program and their allocated Mentor in the week beginning Monday 30 April 2018. Both Mentors and Mentees are required to attend the Mentoring Program Commencement Workshop which will take place on Tuesday 29 May, from 9:30am – 12:30pm.

Mentors and mentees will be responsible for scheduling a catch up each month for the next six months (June to November 2018). To ensure maximum benefit is derived, meetings should last for at least one hour.

Mentoring Program Code of Conduct

Both Mentors and Mentees are required to observe this Code of Conduct in conjunction with their respective organisations Employee Codes of Conduct, organisational values and other behavioral expectations. Specific expectations for Mentors and Mentees include:

- Act professionally and ethically at all times
- Maintain confidentiality regarding details of all discussions unless explicit permission has been given by the other party to share details of a specific conversation
- Maintain a duty of care towards each other. If the need for personal counselling arises, the individual should be referred to their respective organisations' Employee Assistance Program and/or contact Kerin Cross, Senior Project Officer Inclusion
- Endeavour to keep commitments made to each other (eg meetings and events) and provide adequate notice when cancelling pre-arranged appointments
- Respect the position of third parties, such as line managers, colleagues, program facilitators and other participants in the Program

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- Attend relevant mentoring training or professional development as required
- Advise Kerin Cross in a timely manner if they need to change their involvement in the Program

Breaches of the Code of Conduct are viewed as a serious matter. All reported complaints of Mentor or Mentee misconduct or suspected breaches of the Mentoring Code of Conduct will be investigated.

Mentoring Program Selection Process

Expressions of Interest from both Mentors and Mentees will be assessed by a panel of ORS representatives. Expressions of Interest will be considered in the context of the following Selection Criteria.

Mentor Selection Criteria

- A leader with a minimum of 5 years of experience in the Sport and Recreation Sector or other related/relevant area
- Demonstrated interest in actively supporting the professional development of women working in the Sport and Recreation Sector
- Commitment to support the Mentee with advancing their specific development goals (set by the Mentee as a part of the Program)
- Where possible, ability to introduce the Mentee to a range of professional networks and key stakeholders to support increasing their visibility and understanding of the broader Sport and Recreation Sector
- Capacity to attend the Mentor Skills Workshop, Mentoring Program Commencement Workshop and Post Program Reflection Workshop (dates outlined on page 6)
- Capacity to meet with the nominated Mentee on a monthly basis for at least one hour over a six month period (between June and November 2018)

Mentee Selection Criteria

- Women currently working in the Sport and Recreation Sector who are aspiring to progress into a leadership role or are new to a leadership role
- Demonstrated commitment to their own professional development to support progressing career goals and aspirations
- Identification of key areas for development to be pursued as a part of the Program
- Capacity to attend the Mentoring Program Commencement Workshop and Post Program Reflection Workshop (dates outlined on page 6)
- Endorsement of the EOI by the Mentee's line manager or a senior manager/leader who is familiar with the Mentee's workplace experience and achievements.
- Approval from the Mentee's line manager to participate in the Program

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2018 ORS Mentoring Program Key Dates and Timeline

Date	Activity
Tuesday 13 March	<ul style="list-style-type: none"> Call for Expressions of Interest (EOI) from individuals interested in participating as a Mentor Note: Mentor EOI's close on Monday 26 March 2018
Week beginning Monday 3 April	<ul style="list-style-type: none"> Successful Mentors advised of their involvement in the Program
Monday 9 April	<ul style="list-style-type: none"> Call for Expressions of Interest (EOI) from individuals interested in participating as a Mentee Note: Mentee EOI's close on Monday 23 April 2018 at 5:00pm
Tuesday 8 May (9.30am – 12:30pm)	<ul style="list-style-type: none"> Mentor Skills Workshop for Mentors involved in the Program <ul style="list-style-type: none"> 9.30 – 11.30 for new Mentors only 11.30 – 12.30 for all Mentors
Week beginning Monday 30 April	<ul style="list-style-type: none"> Successful Mentees advised of their involvement in the Program
Tuesday 29 May (9:30am – 12:30am)	<ul style="list-style-type: none"> Mentor Program Commencement Workshop (for both Mentors and Mentees)
June – November	<ul style="list-style-type: none"> Six monthly meetings between Mentor and Mentee Meetings should last for at least one hour The final mentoring meeting should take place prior to the final workshop on Tuesday 20 November
Tuesday 20 November (10.30am – 1.30pm)	<ul style="list-style-type: none"> Post Program Reflection Workshop (for both Mentors and Mentees)

Questions?

Kerin Cross, Senior Project Officer, Inclusion
Email: kerin.cross@sa.gov.au Phone: 08 8457 1422

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Mentor Profiles

ANDREW ELLIS, Chief Executive Officer Multiple Sclerosis SA/NT

Andrew is an experienced CEO and Director with experience in engineering and not-for-profit sectors (sport, overseas aid and disability services).

Andrew is presently the CEO of Multiple Sclerosis SA/NT with over 100 staff and \$13M turnover.

Andrew spent 15 years in engineering including significant leadership roles running sales and marketing regionally and internationally. Through this experience and in contributing to Engineers Australia magazine several times he is now a Fellow of the Institute of Engineers Australia (FIEAust).

He became Interim CEO of Hockey SA mid 2014 and CEO several months later. He is an experienced Non-Executive Director with current experience as Chairman of Board and Board Committees.

He has substantial executive management and leadership experience across the engineering construction industry in Australia, the US and the Middle East. As a part of this, Andrew was on the Australian Board of KBR (\$600M+ company) and ran global sales for KBR's \$400M infrastructure and mining/minerals business.

Executive strengths: change management, finance, governance, international business, marketing, project management, risk, safety, sales and strategic planning.

Key areas of expertise:

- ▶ Ten years Board experience with roles including Chair and Committee Chair
- ▶ Experience on Finance/Audit and Risk committees
- ▶ Over 12 years management experience with responsibilities nationally and internationally
- ▶ Experience in sales, quality, risk and OHS management positions
- ▶ Qualifications in engineering, project management and business administration
- ▶ Completed & graduated from the AICD Company Director Course (GAICD)

Andrew lists his strengths for mentees as being:

- Senior leadership/management role/s in national and global business
- Commercial acumen
- Governance and Board experience

Andrew is passionate about developing women leaders, being a member of the 2017 Office for Recreation & Sport Male Champions of Change program and featured in the 2016 'It Makes Sense' gender diversity video. Andrew is keen to give back to sport in supporting women to develop leadership skills and further their career progression

Andrew was a Mentor in the 2017 Program

<https://www.linkedin.com/in/andrewjellis/>

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LISA COOK, Managing Director of Get on Board Australia

Lisa Cook is the founder of Get on Board Australia. After a career in the Sydney corporate sector, Lisa moved to Adelaide and worked as a freelance marketing consultant before starting her own company, Get on Board Australia.

Lisa has a passion for enabling and encouraging women to be involved in sport leadership, administration and governance at a board level. Lisa has had experience on numerous boards in South Australia, New South Wales and nationally, across a range of industries (both for profit and not for profit).

Lisa has a passion for mentoring future leaders and has been part of various mentoring programs with Flinders University and The Smith Family.

Lisa lists her strengths for mentees as being:

- Board involvement and experience including sport governance
- Management and leadership experience
- Growing your professional career and developing your leadership potential

Lisa's sport board experience has been at both the local and National levels and she hopes to use these experiences to assist mentees. She believes that the professional mentoring relationship is an opportunity for the Mentor to share their career related knowledge, experiences and skills with a mentee who has a commitment to their own professional development.

Lisa has a passion for mentoring future leaders and those who need personal support in education and work.

Lisa was a mentor in the 2017 program.

<http://getonboardaustralia.com.au/wp/about-us/>

BRONWYN KLEI, General Manager - Commercial, Events & Strikers | SACA

Bronwyn Klei is not only a leader, she is something of a ground breaker – one of the very few Australian women who heads up a major men's sporting team.

Bronwyn is an excellent communicator and motivator, able to lead and inspire individuals and large teams

As General Manager of the Adelaide Strikers T20 cricket teams – women's and men's – Bronwyn has helped create a successful, high-profile sporting business which attracts an average of 40,000 people to each home game with over one million more watching on TV.

Actually, that's only part of her role at the South Australian Cricket Association. She is also General Manager of Events, Sales and Commercial, responsible for a multi-million dollar income stream.

Bronwyn is a strong commercial leader with a proven track record of combining strategy and expertise in sales and events with a flair for creating fan engagement and loyalty.

In her spare time, Bronwyn is Deputy Chair of Sport SA and President of both the Adelaide Hills Netball Association and the Aldgate Netball Club – where she still plays and umpires!

A Telstra Business Woman of the Year Finalist in both 2008 & 2013, Bronwyn has two lovely daughters and a husband who generally does what he's told.

Bronwyn has an interest in developing young professionals to reach their potential and be the best that they can be. <https://www.linkedin.com/in/bronwyn-klei-8547b56/>

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JESSICA WAINWRIGHT, Project & Government Relations Officer with SANFL

Jessica is currently the Project & Government Relations Officer with SANFL. Since commencing employment with the SANFL ten years ago Jessica has enjoyed a steady rise in roles and responsibilities and attributes this to her own initiative in upskilling herself, taking every opportunity available and by sheer hard work and determination.

Jessica is eager to pass on that it doesn't matter where you start, that you can grow and develop every single day and with focus and determination you can progress your career.

Jessica lists her strengths for mentees as being:

- Having worked in a number of diverse roles at the SANFL over 10 years, from administration to mid level management roles in the football department, can offer insights in a number of areas (finance, reception, event management, government funding, development officer)
- Having recently joined the board of Badminton SA so can share this experience

Jessica is passionate about the development of women in sport at all levels, and believe that women should feel valued and important in whatever role they choose to work in (from entry level administration, to senior or executive management positions). She is passionate about growing the profile and diversity of roles of women who work in sport

Jessica believes that the relationship between the mentor and the mentee is a reciprocal one and will further develop her skills and enhance her leadership capabilities.

Jessica was a mentor in the 2017 program.

<https://www.linkedin.com/in/jessica-wainwright-87114230/>

GUY HEDDERWICK, Chief Executive Officer of Titanium Arena and the Adelaide 36ers & MAC Adelaide Lightning Basketball Teams

Guy Hedderwick has been involved in venue and sport management for 25 years in four countries around the world. Guy is currently the Chief Executive Officer of the Titanium Arena and the Adelaide 36ers and MAC Adelaide Lightning Basketball teams.

Guy has a Bachelor of Commerce majoring in Business Administration and Psychology from Rhodes University. He is a member of the International Association of Venue Managers, Venue Management Association (Asia & Pacific) and SA Business Network.

Guy lists his strengths for mentees as being:

- Commercial rights
- Strategy and planning
- Operational experience with a view to the customer experience
- Sports Marketing

Guy has previously mentored through the International Association of Venue Managers and is eager to pass on his knowledge and experience and give mentees an opportunity to grow, learn and reach their full potential. Guy is passionate to see equality and equity in the sport and active recreation profession.

Guy was a mentor in the 2017 program.

<https://www.linkedin.com/in/guy-hedderwick-4863b616/>

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JAKE PARKINSON, Chief Executive Officer SANFL

Jake Parkinson is the Chief Executive Officer of the South Australian National Football League - the governing body for Australian Football in South Australia that protects, leads, manages and delivers the promotion and development of Australian Football for the people of South Australia. SANFL delivers the best men's and women's state leagues in Australia in addition to indigenous programs, junior and school football, umpiring and talent pathways right the way through the South Australian community.

Jake has broad management and leadership experience and joined the South Australian National Football League in October 2014.

Former Regional Director at Lion Beer, Spirits and Wine Jake spent 4 years leading the West End Brewery in South Australia having held various management positions across 13 years where he led the sales, marketing and commercial divisions.

Jake has extensive experience managing businesses in the South Australian market and has a strong track record in driving growth in sales, revenue and profitability as well as building high performance teams.

Jake holds a Bachelor of Management in Marketing, building such brands as Hahn, West End, James Squire, Johnnie Walker and Rexona to name a few in South Australia

Jake is a graduate of the Australian Institute of Company Directors and sits on the SA Women in Sport Taskforce, White Ribbon SA Committee and South Australia Starlight Advisory Board.

SCOTT HOUSTON, Chief Executive Officer Table Tennis Australia

Scott Houston is the Chief Executive Officer for Table Tennis Australia. Prior to this role, Scott was the Regional Cricket Manager – SA Metro for the South Australian Cricket Association, Executive Director for the Career Development Association of Australia, and Oceania Development Officer for the International Table Tennis Federation. Scott was also the Team Leader for Table Tennis at the 2016 Olympic Games and Section Manager at the 2014 Commonwealth Games.

Scott is a graduate of the Australian Institution of Company Directors, has a Master of Business Administration degree and Bachelor of Business (International Business) degree.

Scott lists his strengths for mentees as being

- A broad understanding of leadership, particularly in sport and recreation.
- A demonstrated commitment to lifelong learning.
- A willingness to put himself out there and seek opportunities

Scott was previously a mentor for the South Australian Cricket Association Emerging Leaders Program in which he mentored an existing SACA staff member for a period of 12 months.

Scott is eager to assist the next generation of women in sport and recreation to reach their goals. He is passionate about helping others and seeing people develop. Scott is keen to pass on the knowledge and experience he has gained from working for 10 years in the sport and recreation sector from community through to elite level. He also believes that the relationship between the mentor and the mentee will further enhance his skills and leadership capabilities.

Scott was a Mentor in the 2017 program

<https://www.linkedin.com/in/scott-houston-bbus-mba-gaicd-25055846/>

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KYLIE TAYLOR, General Manager Office for Recreation, Sport and Racing

Kylie Taylor was appointed as the General Manager of the Office for Recreation and Sport in August 2016. Prior to this appointment Kylie was the Director of Sport and Recreation Development, holding this position since August 2009.

Kylie has worked within the sport and recreation industry for more than 20 years, initially within a State sporting association and then with the Office for Recreation and Sport. As an athlete Kylie represented Australia in lacrosse and played national league basketball. In a volunteer capacity Kylie has served on the national board of a sporting organisation, and has coached lacrosse and basketball at grassroots through to the elite level.

Kylie holds a Bachelor of Education (Specialist Major Physical Education and Major Mathematics), Graduate Diploma in Management and is a member of the Australian Institute of Company Directors.

Kylie lists her strengths for mentees as being:

- Establishing and maintaining effective relationships
- Outcomes based thinking and planning
- Customer focus

Kylie is deeply committed to addressing the gender imbalance that exists in the leadership and governance of sport and recreation in South Australia. Having been in the industry for over 25 years, Kylie is disappointed with the lack of progress made in this area and is steadfast in her view that there is an abundance of talented, amazing women, who are infinitely capable of leading our organisations and boards. Kylie believes that we will be far better as a sector if we harness this talent, but we must examine the environment that we operate in and the support that is provided along the way.

Kylie is excited about the opportunity to mentor the next generation of female leaders.

Kylie was a Mentor in the 2017 Program

https://www.dpti.sa.gov.au/ors/about_us/executive_staff

VANESSA WALKER, Senior Cricket Operations Manager with the South Australian Cricket Association (SACA)

Vanessa Walker commenced at SACA in early 2016 and is currently the Senior Operations Manager, leading a team with broad coverage of grassroots operations, carnivals, competitions, emerging markets to ensure development of participation pathways. Prior to this Vanessa worked in Senior Management roles with Australia Post leading teams at local, regional and national levels across a range of operational and Human Resources functions.

Vanessa has a Master of Business Administration and Bachelor of Education. She was a mentor formally at Australia Post in the My Mentor program which involved leading a team of developing women through the mentoring process over 12 month periods. Vanessa has recently commenced as a mentor for the South Australian Cricket Association Emerging Leaders Program in which she mentors an existing SACA staff member for a period of 12 months.

Vanessa lists her strengths for mentees as being:

- Experience as Operations and Human Resources management with Australia Post.
- Leading high performing teams through business transformation.

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- Extensive stakeholder and change management experience requiring influencing skills.
- Personal experience of and commitment to pursuit of diversity in work environments.
- Work in a state sporting organisation with broad coverage of from grassroots operations to elite pathways

Vanessa enjoys the opportunity to support people in their development and has personally and professionally been drawn to non-gender balanced environments. She believes her experience, along with a natural inclination toward personal development can assist others who are motivated to progress.

Vanessa was a mentor in the 2017 program.

<https://www.linkedin.com/in/vanessa-walker-117ba76/>

ANDREW HARRIS GAICD, Member & Directors Manager

Andrew Harris has over 20 years' experience in sports administration at the club, state and national level. He is currently the Marketing and Communication Director on the Australian Lacrosse Association board, a position he has held for the past 4 years. In this role, he is responsible for the promotion and marketing of lacrosse through both traditional channels and in particular social/multi-media channels. As a board member, he is also responsible for ensuring good governance practices throughout the sport.

Professionally, he also has over 20 years' experience in Sales and Marketing, working for Astra Zeneca, a multi-national pharmaceutical company. Within this company he held various roles at the state, region and national levels, managing teams of up to 200 people, whilst working in numerous cross-functional teams at the national level. He was also responsible for the mentoring of several employees during this time.

He is currently Member & Directors Manager SANT at the Australian Institute of Company Directors where he is responsible for the team that looks after member acquisition and retention. He also manages the institutes mentoring program for experienced directors, Director Nexus. Andrew is also a graduate of the Institute.

Andrew is passionate about the sports space and would like to assist women involved in sports to reach their goals. He is an advocate for increasing women's participation, particularly at the board level.

Apart from his interest in all things "membership" based, he is also passionate and an advocate for good governance across all organisations, but especially within sports organisations regardless of their size or sophistication. Andrew has been a Board member for 8 years at either the state or national (current) level for Lacrosse.

Andrew is also a proud South Australian, promoting all things good about the state to whomever will listen.

<https://www.linkedin.com/in/andrew-harris-66159343/>

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ILIA HOURIDIS Director, Infrastructure and Sector Capability Office for Recreation, Sport and Racing

Ilia Houridis commenced as Director, Facility Development & Infrastructure with the Office for Recreation & Sport in June 2012 and now has responsibility for the Sport and Recreation Development Division of ORS as well.

His experience in government is over 15 years and he has overseen several key State Government initiatives in roles with Education and the Courts Administration Authority. His career began as a trainee within government whilst studying at University.

He holds a Degree in Business Management (Minor in Commercial Law), is a Graduate of the Governor's Leadership Foundation and has a post graduate qualification in Design (Architecture).

Ilia completed the to the Governor's Leadership Foundation Program in 2005 and since that time has mentored participants through their program year and is also a Mentor in the Department of Planning, Transport and Infrastructure mentoring program.

Ilia lists his strengths for mentees as being:

- Exposure to new ideas and ways of thinking
- Understanding trends and translating these into strategies to address issues in the Sport & Recreation sector
- Developing and effectively using an expanded professional network. There is no point just building a great list of names!

Ilia has been fortunate to have benefited from having quality mentors in both his personal and professional life and this instilled in him an interest in returning on this investment. As a professional goal, Ilia is keen to be able to look back at his career and include amongst his achievements the number of individuals who he has supported on their professional development into leadership.

Ilia believes that this program's focus on women working in the sport and recreation sector is incredibly important as women are underrepresented and he is committed to strengthening and improving this, which he believes will support the sport and recreation sector in the long term.

Ilia was a Mentor in the 2017 Program

https://www.dpti.sa.gov.au/ors/about_us/executive_staff

JANE RUSSO, Change Engagement Consultant and owner of Enabling Solutions

Jane Russo has 20 years' experience within education, youth, tertiary pathways, government, community services, volunteering and sport. She is an enabler who specialises in cross-sector partnering by providing independent advice, to help trouble shoot, upskill and build capacity within organisations.

Jane's expertise as an engagement practitioner, project manager, stakeholder relations consultant and senior policy adviser has been utilised within various South Australian government departments and she was considered a leader in partnering and collaborating with communities and organisations in helping government achieve effective outcomes benefiting South Australians. Jane delivered on several significant state government initiatives including the Stakeholder & Community Engagement Strategy for the New Royal Adelaide Hospital, the Youth Strategy for South Australia, the Premier's Schools as Community Hubs initiative and the Better Together Learn & Lead Training Program.

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Jane is the principal at Enabling Solutions providing high level consulting services in organisational and change management, policy and project development, stakeholder and community engagement, strategic communications and facilitation and training. She currently chairs two not-for-profit organisations and is a graduate of both the Australian Institute of Company Directors and the South Australian Leaders Institute of South Australia.

A previous Board Director at Touch Football Australia with over 20 years of touch football experience as club administrator, president, state chair, director of selectors, participant and spokesperson for the sport. She is a strong advocate of grassroots participation, effective governance, leading change that benefit members and enabling leadership opportunities for women.

Jane recently joined the board of Athletics SA and is the current President.

Jane lists her strengths for mentees as being:

- Corporate & sports governance (Association vs Corporation, Due Diligence, governance structures, partnering)
- Board vs management - strategic vs operational roles and responsibilities
- Volunteers in sport (management, engagement, roles & responsibilities)

Jane believes that mentoring is a highly effective method in developing upcoming leaders and she has herself been fortunate to have experienced the multiple benefits and impact of mentoring as both a mentee and mentor. As a mentor Jane wants to enable and empower others so that they are able to fulfil their goals and succeed in the future. Jane believes that to develop more women to take up sport leadership roles, women currently in these roles need to share their knowledge and experience more broadly. Jane considers herself to be one of these women and wants to share and empower other women. Jane says she is the type of mentor who helps those to help themselves.

Jane was a mentor in the 2017 Program

<http://enablingolutions.com.au/styled/>

TRACY YORK, Adelaide 36ers Assistant Coach

Tracy is an experienced World Championship Basketball Coach with a demonstrated history of working in the sports industry. Skilled in Player Development, Coaching, Leadership, Mentoring and Public Speaking. Strong administrative professional with a Graduate Diploma of Accounting focused in Accounting and Finance, a Fellow from the Governors Leadership Foundation of SA and from Sacred Heart College Somerton Park, Adelaide.

Tracy York is a Master Level basketball coach who has been coaching continuously for over 30 years.

Tracy has a proven record of coaching both juniors and seniors, males and females both within Australia and internationally.

Tracy is currently the Assistant Coach at the Adelaide 36ers. Since commencing this role in 2014 she has been part of 3 finals campaigns concluding most recently with the 2018 five game Grand Final series. Tracy has gained enormous experience as an Assistant Coach to Joey Wright.

Tracy has held Coaching positions with both the Adelaide 36ers and the Adelaide Lightning in the NBL and WNBL.

Recent coaching history includes

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- Assistant Coach of the 2016 Australian U17 Women's Basketball team who were crowned World Champions winning Gold in July 2016
- Head Coach of the Australian U17 team which one Gold in the Oceania qualification tournament in Guam in July 2017 and as a result qualified for the Asia tournament
- Currently Tracy is also the Head Coach of the Southern Tigers Women in the South Australia Premier League and who won the Premier League Championship in 2017
- International tournaments including the 2017 Singapore Merlion Cup and tours of China with the Adelaide 36ers in 2016.

Tracy was appointed Assistant Coach with The Australian Women's Wheelchair Basketball Team for the 1996 Atlanta Paralympic Games and continued in that role during the Sydney 2000 Olympic Games where the 'Gliders' won a Paralympic Silver Medal.

In October 2001 Tracy became the first female in Australian Basketball history to be appointed a Head Coach of a Men's Australian Basketball League (ABL) team. She was Head Coach of this team, the Woodville Warriors from 2001 to 2005.

In 2005 she left Australia after being appointed the Technical Director for the Basketball Association of Singapore. This included the overseeing the Junior and Senior National Team Programs, the development of High participation programs from grass roots level and Coach education, including establishing a coaching pathway through mentorship.

Her success in this area saw her appointed in 2007 to the Singapore Sports Council as a Consultant in the area of Elite Coach development. In this role Tracy established systems and formulated policy for the introduction of an Elite Coach development pathway across all sports in Singapore.

Along with her coaching credentials Tracy also brings extensive leadership and teaching skills.

Tracy has been a Police Officer with the South Australia Police (SAPOL) since 1981 and worked in a variety of areas. Recent postings include:

- Sergeant within the Centre for Leader Development an area which focussed on the development of future leaders of the organisation where she utilised her enhanced coaching, teaching and mentoring skills
- Team Leader attached to a project team which is focussing on cultural and behavioural change within the Police workforce. Currently Tracy is implementing and leading Focus Group sessions throughout South Australia

Off the court Tracy has also been recognised in a number of Leadership and mentoring roles.

Tracy has further enhanced her skills by undertaking tertiary education. She has been admitted as a Professional National Accountant (PNA) of the National Institute of Accountants (NIA) in 2001 and has completed an Associate Diploma in Accounting and a Graduate Certificate in Professional Accounting. She also holds a Certificate IV in Assessment and Workplace training and a Graduate Diploma in Sports Coaching.

Tracy is a passionate advocate of women in sport and women fulfilling their potential in whatever role they choose. Tracy believes she has a lot to offer as a Mentor and looks forward to the opportunity.

<https://www.linkedin.com/in/tracy-york-2b748583/>

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