

SELECTING AN OW MENTOR

ORGANISING WORKS



Participants of the Organising Works program are paired with a Mentor from their employing union. The Mentor is responsible for providing job support and guidance to the participant throughout the program.

When selecting a Mentor, please consider the following:

Ideally Mentors **should be someone who:**

- has previously done Organising Works
- works within the participant's team, so the participant can discuss specific issues
- has been given a reduced workload to accommodate their mentoring responsibilities
- has demonstrated capacity to confidently conduct the conversation agenda
- will commit to coming to Organising Works meetings, interviews, induction workshops etc.
- can assist their participant to complete their assignments

Ideally Mentors **should not be someone who:**

- has direct supervisory responsibility for the participant (e.g. the participant's Lead Organiser). The mentoring process should not be used to performance-manage the participant.
- will never be able to meet face to face with their participant
- with an already excessive workload
- does not understand or practice organising on a daily basis
- who is unable to manage their own time effectively

For further advice on selecting an effective Organising Works Mentor, contact the OW Educator in your State:

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