

# MTAA Mentoring Program Information Pack

## WHY MENTORING?

Would you like:

- Guidance for your personal and professional development in the Medical Technology industry, from someone with a wealth of experience?
- A chance to explore your goals and aspirations with a supportive mentor working together to identify potential challenges and develop strategies to help you achieve your full potential?
- Experience the rewarding feeling of contributing to the Medical Technology industry and developing future leaders?
- An opportunity to enrich your interpersonal and leadership skills?

## ABOUT THIS PROGRAM

The MTAA Women in Leadership Mentoring Program aims to accelerate and support the leadership development of women in the Medical Technology industry. This is achieved by pairing mentees with more experienced leaders/mentors who are willing to provide guidance, support and feedback for the mentee to achieve their developmental goals for their mentoring relationship.

The mentor may help the mentee achieve or work toward career, professional and personal development goals, introduce the mentee to new ways of thinking, challenge a mentee's limiting assumptions, share valuable life lessons, and much more.

## WHAT DO WE MEAN BY MENTORING?

mentor: (noun) an experienced and trusted adviser.

Mentorship is a developmental relationship in which one person, usually more experienced or senior, takes time to assist the career, professional or personal development of someone else, who is known as a mentee. Mentoring is most often a one-on-one relationship but is sometimes done in groups.

A mentoring relationship is one that is built on trust, in which there is an exchange of knowledge, experience and goodwill.

Some examples of what our mentors may assist with:

- Act as a source of information and insight
- Suggest relevant options regarding career development or strategies for achieving professional goals
- Recommend possible resources to improve specific skills
- Help the mentee solve professional challenges in their working life
- Discuss issues of professional ethics
- Discuss workplace related issues and options for how these may be addressed

## WHY IS MENTORING IMPORTANT?

The MTAA Women in Leadership Mentoring Program is an important tool for developing and sustaining satisfying professional careers of women in the Medical Technology Industry – it aims to empower and advance their careers by connecting them with experienced and accomplished leaders who provide guidance, support, and mentorship, fostering their leadership development and increasing the representation of women in senior roles within the industry.

Participants in mentoring programs frequently experience numerous benefits, including increased confidence, enhanced self-awareness, clearer career paths, improved communication and listening skills, stronger feedback and assertive communication abilities, and leadership skills.

## BENEFITS OF THE PROGRAM

For mentees, some of the common benefits of mentoring include:

- Exploring issues and concerns in a supportive and confidential relationship
- Obtaining experienced guidance and support
- Learning from the experience of others
- Exploring your career development plan
- Receiving feedback and developmental guidance
- Networking and learning about effective networking

Mentoring programs do not just benefit the mentees. Mentors find tremendous learning and development opportunities of their own. Some of the benefits that are frequently reported for mentors include:

- Contributing back to the profession, and gaining personal satisfaction by making a difference for someone else
- Learning and developing mentoring skills and enriching leadership and interpersonal skills.
- Gaining intellectual challenge by working on issues outside day-to-day experience
- Discover fresh perspectives that may assist with their own work
- Increasing profile and expanding professional networks

## PROGRAM BOUNDARIES

This program is not about the mentor finding a job for the mentee or a guarantee of promotion. It is also not the mentor's role to take on people leadership responsibilities on behalf of the reporting manager.

## WHO CAN APPLY?

To join as a mentee, you must:

- Identify as a woman.
- Be currently employed by an MTAA member or associate member company in all states and territories and ensure continued membership throughout the program.

To join as a mentor, you must:

- Demonstrate a minimum of 2 years of professional experience within the MedTech industry, holding a position such as management, leadership, or subject matter expert.
- Be currently employed by an MTAA Full or Associate member company in all states and territories and ensure continued membership throughout the program.

Both mentees and mentors must also be willing to complete the online training provided, review the support resources available and engage completely in the relationship process, connecting with your mentee/mentor at least monthly.

## APPLICATION PROCESS

Mentees and mentors will be asked to complete a short application form to assess their eligibility for the program and to collect details about what they are looking for in a mentoring partner.

Mentees will be asked questions about their background, and what they would like to achieve by working with a mentor. Mentors will be asked about the areas in which they feel comfortable mentoring. Please give as much information as you reasonably can as it will assist the matching process

Please submit your application by **27 February 2026**, by completing the application on the mentoring platform [here](#).

You will be advised if there is a suitable match by **17 March 2026**.

## WHAT'S INVOLVED?

The The MTAA Women in Leadership Mentoring Program is a 12-month program, March 2026 to February 2027.

Mentors and mentees will be matched according to application details and are required to attend two events; Program Launch and Progress Review all of which will be delivered via Webinar.

During the program, mentors and mentees will be expected to be in contact at least monthly.

Mentees and first-time mentors will also be expected to complete the Art of Mentoring online training module to prepare them for their mentoring relationship. Acceptance into the program is conditional upon your commitment to completion of the training.

The online mentoring platform will provide your mentoring partner's details, the option to communicate with the Program Manager, and access the training and resources.

During the program, you will receive frequent communications from the Program Manager, giving you helpful tips and information about mentoring and access to other relevant materials available for supporting mentees and mentors.

During and at the end of the program, you will be invited to provide feedback about your experience.