

BHP

Women's Professional Network Dell MentorConnect Programme

23 November 2020

BHP and supplier Dell Technologies came together to collaborate on gender inclusion and diversity in Singapore harnessing the power of company-to-company relationships to inspire and empower women in STEM (Science Technology Engineering and Maths).

MentorConnect is a unique cross company mentorship programme led by Dell Technologies and supported by BHP through our Singapore office's employee resource group, The Women's Professional Network. The programme promotes diverse leadership development via group discussion, networking, and company to company best practice exchange across a select network of Dell Technologies customers and partners committed to a common goal of diversity and inclusion.

By participating in leadership development discussions led by senior representatives from participating companies, mentees have the opportunity to develop both hard and soft skills necessary for the next stage of leadership in their career. Topics covered over the 10 month programme, include;

- **Managing Change**
 - Understand the change process & feel more empowered to manage more effectively
 - Have the ability to assess priorities and values in order to cope with change
 - Understand the circle of influence and how to identify control areas
 - Understand the importance & to develop resilience in managing change
- **Leading Teams**
 - Understand what effective and impactful leadership looks like
 - Understand the impact that good leadership has on a team
 - Understand what is important in an effective team and the role of leaders
 - Know how to lead a team more effectively
- **Career Planning**
 - Understand their values and how they relate to their role
 - Be able to identify their growth areas
 - Have a clearer idea of where they would like to get to in their careers
 - Feel equipped to take next steps to achieve their goals
- **Networking**
 - Understand what effective networking looks like
 - Understand how best to leverage their network
 - Be equipped with tools and tips for effective networking
 - Be familiar with an elevator pitch, & how this can enhance their networking
- **Influencing**
 - Be armed with techniques to influence others more effectively in the workplace
 - Understand the 'dos' and 'don'ts' of influencing people
 - Feel more confident in their ability to influence others
 - Understanding of what it means to be an influencer & how to leverage this in the workplace
- **Executive Leadership**
 - Understand what leadership at an executive level looks like
 - Articulate the difference between leadership, management and executive leadership
 - Define what executive presence is and how to emulate this
 - Identify individual gaps in executive presence & have ideas on how to address them

In pursuit of BHP's aspirational goal of reaching gender balance by 2025, two of BHP's Vice Presidents participated as mentors, and a diverse group of 12 employees at Principal and Manager level from our

Singapore office participated as mentees. The program spans pre-mentoring, mentoring and post mentoring. It aims to provide a 'safe space' to guide and empower team members, broaden reach and impact beyond the traditional 1:1 approach, learn best practices from different companies and provide a networking platform opening up opportunities. Outcomes include;

- Clarity on potential and career goals
- Increased awareness on leadership principles
- Lasting relationships and support
- Diversity of perspectives, expertise and knowledge
- Broaden professional network
- Increased confidence and self esteem