

# 2026 INCLUSIVE LEADERSHIP MENTORING PROGRAM FOR HEALTH & MEDICAL RESEARCH

The Inclusive leadership Mentoring Program for health and medical research supports the career progression of mid-career women while developing the inclusive leadership capabilities of sector leaders.

## ABOUT THE PROGRAM

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After the closure of Franklin Women last year, we are excited to share that the Australian Academy of Health & Medical Sciences (AAHMS), has partnered with Serendis to deliver the program, ensuring this important work continues to make a lasting impact.

The Program format will remain as in previous years, combining informal mentoring sessions between mentees and mentors, with expertly facilitated workshops and events. The facilitated sessions provide career development, mentoring and inclusive leadership frameworks.

Through this Program, mentees gain confidence and clarity around their career progression while mentors learn how their own leadership can positively shape the culture within their teams, organisations, and the wider sector.

## WHAT SETS THIS PROGRAM APART?

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### CROSS-ORGANISATIONAL PROGRAM

Connecting mentees with mentors from organisations across the health and medical research ecosystem.

### THOROUGH MATCHING PROCESS

A rigorous matching process based on critical factors for a successful mentoring partnership.

### FULLY SUPPORTED EXPERIENCE

Participants are supported by experienced executive coaches and an online mentoring platform.

## HOW TO PARTICIPATE

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This is a cross-organisational Mentoring Program which means workplaces within the health and medical research ecosystem sign up to take part and nominate their staff/students who will go through the Program as a mentee or mentor. Mentees and mentors are matched outside of their own organisation,

If you are interested in participating as a mentee or mentor, please enquire within your organisation to see if they are a participating in the Program.

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## PARTICIPANT CRITERIA

### MENTEE

A woman whose work contributes to improving health outcomes in an academic or non-academic capacity in any discipline (e.g. laboratory, public health, clinical research, health technology, medical engineering etc).

Minimum 8–10 years professional experience. Equates to university C or equivalent.

### MENTOR

An individual of any gender who has demonstrated significant experience in the sector at a leadership level, either in a research, academic or executive capacity.

A minimum 15 years professional experience and currently in a leadership role.

## KEY DATES 2026

Participation in the 6-month Mentoring Program involves attendance at the facilitated workshops outlined in the table below, (in-person workshops in Sydney and virtual via Zoom), as well as approximately 6 - 8 informal meetings between mentees and mentors at their convenience.

All participants need to have the capacity to attend workshops and work with their pair for the entirety of the program.

WHEN	ACTIVITY		DELIVERY	MENTEES	MENTORS
9.30am - 4pm Wed 27th May	<b>Mentee Initial Workshop</b>	An introductory career and leadership development workshop to provide content for mentoring conversations.	<b>Face to Face</b> 6.5 hours	✓	
2:30pm - 4:30pm Thu 28 May	<b>Mentor Initial Workshop</b>	An introductory workshop to provide mentors with tools in mentoring and strategies to support their mentees.	<b>Face to Face</b> 2 hours		✓
4:30pm - 6:30pm Thu 28 May	<b>Program Launch</b>	An evening event to celebrate the kick-off of the program. Former mentees and mentors will speak about their experiences.	<b>Face to Face</b> 2 hours	✓	✓
9.30am - 11.30am Tues 30 Jun	<b>Signature Strengths Workshop</b>	A workshop designed to help mentees and mentors identify their individual signature strengths.	<b>Virtual</b> 2 hours	✓	✓
9.30am - 1pm Thur 6 Aug	<b>Mid-Point Check-In and Resilience</b>	An opportunity for mentees & mentors to exchange feedback and insights from their mentoring experience followed by a networking lunch.	<b>Face to Face</b> 3.5 hours	✓	✓
10am - 11.30am Thur 10 Sep	<b>Career Insights Panel Discussion</b>	A panel of select mentors will answer mentee questions and share insights about their careers.	<b>Virtual</b> 1.5 hours	✓	
9am - 10.30am Tues 13 Oct	<b>Mentor Advanced Leadership</b>	A session for mentors to reflect on key insights from the program and learn how to positively shift the inclusive leadership culture within their own organisations and the sector.	<b>Virtual</b> 1.5 hours		✓
5pm - 7pm Wed 18 Nov	<b>Grand Finale Cocktail Event</b>	Celebration to reflect on and close the 2026 program.	<b>Face to Face</b> 2 hours	✓	✓

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