

AIHS Mentoring Program | FY22-FY25 Strategy

AIHS Purpose: Safe and healthy people in productive workplaces by advancing the health and safety profession to deliver the highest quality advice



Our vision

A world class mentoring program that inspires people to be part of the AIHS



Our mission

By connecting our members with quality mentors who share their experience and knowledge, we accelerate the development of our people and our profession.

Functional ambitions



IMPROVED PROGRAM VISIBILITY AND VALUE FOR THE AIHS



RELATIONSHIPS THAT INSPIRE AND AFFORD PROFESSIONAL DEVELOPMENT FOR ALL LEVELS



ENHANCED PROGRAM PERFORMANCE

Our strategic objectives



ENHANCING OUR PROFILE TO DRIVE MEMBERSHIP

We will promote the program effectively and be a catalyst for increasing AIHS membership



SCALING PARTICIPATION

We will secure the resources to expand the size of the program



EXCEPTIONAL MENTOR POOL

Our program offers mentees access to mentors with diverse professional and industry experience, and the mentoring skills to match.



INSPIRED MATCHING

We understand program participants (mentees goals and mentor skills) to enable great matches



PROGRAM ANALYSIS & GOVERNANCE

We will continue to monitor program performance and introduce opportunities to improve where possible



PROGRAM EXCELLENCE

Our program is modelled on 'world class' and International Mentoring Program standards

Key Areas of focus

A promotional campaign targeting 'new member' opportunities (i.e. other professions and universities)

Reviewing funding model to support growth

Motivating the institutes best and brightest

Review/Improve process for screening of mentors

We understand how our program is tracking through analysing and reporting on Metrics that Matter

Review industry leading mentoring programs → understand what 'best practice' looks like

'New member' survey to understand mentoring as a 'membership converter'

Scaling program participation to 150 mentees per cohort

Improved mentor guidance material and training

Implement system that utilises both AI and Manual matching

Cost-benefit analysis

Complete self-assessment against relevant international standards

Ongoing program management and reporting to College of Fellows

Develop & Implement 'Best Practice' Improvement Plan

Diversity & Inclusion

We proactively seek and celebrate all forms of diversity through our program in recognition of the opportunity it affords our own development

Openness and Discretion

Participants share openly in a safe environment that is free from judgement and honours individual privacy and confidentiality concerns

Integrity & Respect

Members of the committee and participants in the program act with integrity and show respect for others

Listening & Learning

We seek feedback from participants and stakeholders, and look to learn from best practice programs to ensure mentoring through the AIHS continues to improve

Goal-oriented

Only by defining our goals and committing to them can we realise our potential and achieve desired outcomes

Our values and guiding principles