

NSW CYBER BUSINESS EXCHANGE

FREQUENTLY ASKED QUESTIONS

AM I ELIGIBLE TO PARTICIPATE IN THE MENTOR PROGRAM?

The criteria for Mentees to participate in the program are:

- Must be over the age of 18
- Work full time in the information security / cyber security industry
- Reside in NSW
- Be able to meet the requirements of the program including mentoring sessions
- A founder, director or an employee of a NSW based cyber small to medium enterprise (SME), whose role involves the promotion and growth of the SME business in the local and/or global market

WILL I BE MATCHED WITH A SOMEONE IN MY CITY?

Whilst the Committee will endeavour to match a Mentee with a Mentor in the same town or city, due to the requirements of the Mentee and the specific expertise of the relevant Mentor, this is not always possible. This will be discussed with each party prior to finalising the match.

WILL MEETINGS BE FACE TO FACE?

The preferred option for the Mentoring sessions is face to face. This is the best opportunity for clear communication and sharing. However, if agreed by both parties, there are other alternatives. These include online meetings or hybrid meetings, combining both online and face to face meetings.

WHAT HAPPENS AFTER THE MENTORING PAIRS ARE MATCHED?

A formal induction will take place. This will be followed by an initial meeting with your Mentor. It is expected that the Mentor and Mentee meet at least fortnightly for 2 hours to allow time to address issues in real depth. The formal conclusion of the relationship will be after 6 months. Informal extension of the relationship is up to both the Mentee and Mentor.

WILL I BE MATCHED IMMEDIATELY FOLLOWING ACCEPTANCE INTO THE PROGRAM?

One of the keys to the success of the Mentor Program is the matching of Mentees with an appropriate Mentor. It is important to note that you may not be asked to participate until the right partner match enters the Program.

WHAT IF I AM ASKED TO MENTOR BUT CHANGES TO MY COMMITMENTS WILL NOT ALLOW THE TIME?

The Program Manager will check your availability with you before a match is finalised.

WHAT IF A MENTORING RELATIONSHIP DOES NOT WORK OUT?

The Program will do its best to match Mentees and Mentors, however, we do understand that all relationships may not necessarily be successful. If a Mentor or Mentee wishes to

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end the relationship prior to the formal conclusion of the program, the Program Manager will seek feedback to assist in reassignment where relevant.

WHAT IS THE DIFFERENCE BETWEEN MENTORING AND COACHING?

While coaching and mentoring share some characteristics, mentoring provides career guidance and longer-term support, as opposed to the relatively short-term and performance-related focus of coaching. Both can be considered synergistic and complementary.

WHAT IS THE ROLE OF A MENTOR VERSUS A MANAGER?

Mentoring is not intended to replace the role and influence of the Mentee's manager at work, it simply plays a complementary part. Whilst a manager is responsible for setting work goals and ensuring they are achieved; a Mentor will focus on overall career development and support.

HOW MUCH DOES IT COST TO PARTICIPATE?

As the Mentee is awarded the mentorship through an application process – the cost of the Program is funded by the NSW Cyber Business Exchange and Investment NSW.

ARE MENTORS PAID?

The role of the Mentor is voluntary. However, by showcasing and sharing their entrepreneurial experience, Mentors often find this an invaluable experience – which will provide many unexpected gains personally and in business.

ARE EXPENSES RELATED TO THIS PROGRAM COVERED?

Some out of pocket expenses might be incurred during the length of the Program. These are to be borne by the relevant party (Mentor or Mentee).

WHAT IF I RESIGN FROM MY JOB?

If a Mentee resigns from their employment in the cyber security industry, the Mentee will no longer be eligible to stay in the NSWCBCE Mentor Program, unless they move to another role within the industry. At this time the Program Committee will need to assess if they are still paired with the correct Mentor for their new circumstances.

WILL THE INFORMATION SHARED BE KEPT CONFIDENTIAL?

Confidentiality is essential to enable the Mentee to be open, as well as to ensure the kind of genuine relationship necessary for success. Confidentiality ground rules are that aside from disclosures required by law, no personal, employment-related, or business information disclosed by a Mentee to the Mentor, or vice versa, can be disclosed to a third-party without the disclosing person's express written agreement.