



## **Friends Across Swanston Street: Building Cross-Unit Connectedness Through Mentoring Partnerships**

In the 2010 and 2012 staff surveys, RMIT staff identified cross-unit co-operation as an area requiring development. Academic Registrar's Group (ARG) staff also indicated a need for mentoring to support their career development, in a staff suggestions process internal to the ARG.

In 2013 the Academic Registrar's Group, Student Services Group and the College of Science, Engineering and Health collaborated to deliver a pilot mentoring program for professional staff. Human Resources assisted with planning the program and provided resources, pending the promised development of a University-wide mentoring scheme. The aim of the pilot was to connect staff across the three units to build mutual understanding and break down 'us and them' polarities, while supporting career development and fostering mentoring skills.

This paper/presentation assesses the effectiveness of the program through the findings from participant evaluation surveys and steering group observations in relation to literature on mentoring.