



Australian Women in Resources Alliance  
Strength through workforce diversity

## AWRA e-Mentoring Case Study: Lana Van Wyk & Catherine Bruneton

An experienced business analyst with an engineering background, Lana was interested in nurturing the next generation of talent. Through AWRA e-Mentoring, she was matched with Catherine, an engineering graduate looking for professional development that would help launch her career.



### **MENTOR - Lana Van Wyk**

**Based:** Brisbane, QLD

**Role:** Manager Business Analysis

*Lana is a business analysis manager for Dyno Nobel, a major blasting services and explosives provider to the mining industry. Her role entails business performance analysis, investment modelling, and pricing and analysis for tenders and negotiations. Lana has a technical background as an engineer.*

### **Why did AWRA e-Mentoring appeal you?**

I thought the program would be easy to fit into and provide me with the flexibility to interact with someone without having to be in the same physical location as them.

I was also genuinely pleased with the support and training provided to mentors. It was easy to join the online seminars, and the interaction with other mentors provided some guidance and different perspectives.

### **How was your e-mentoring experience?**

My mentee was very motivated to establish and maintain our relationship. It truly felt like a two-way street and we interacted quite easily over Facetime and phone calls. The technological interface provides great flexibility for busy executives who may not have a lot of time available in their schedules.

We set goals for our relationship on the quantity and quality of our interactions early on, covering our approaches and personality preferences. We then looked at key personal development areas and strategies around personal resilience and self-motivation.

### **Do you have any advice for other mentors?**

A good mentor must bring enthusiasm and passion to the table. To help someone find joy in their career you must have found it in yours.

A good mentor must also help another person reflect deeply on themselves without leading them on, or imposing their own experiences. As a mentor you must respect that everyone has had, and will have, different journeys.

Having open discussions and exploring where you are best aligned is a very important part of the groundwork to set up the relationship for success. If you do not have the appropriate experience or attitude to guide your mentee in one area, you may have it in another area.

### **What did you learn from the program?**

I thoroughly enjoyed sharing some of my experiences and perspectives, but I also learned that no matter how old, young or experienced we are, we all face the same fears and insecurities in our work environments, and personal resilience is more important than ever in the current challenging business environment.

From a personal development perspective, I found my mentee's open discussion on her workplace and her relationships very useful, because it forced me to reflect on how I manage people in my own teams and my contributions to the workplace too. It helped me to become more aware of my personal impact in the workplace.



### **MENTEE - Catherine Bruneton**

**Based:** Henderson, WA  
**Role:** AMC Site Engineer

*Catherine is a site engineer with Technip in Australia, a project management, engineering and construction company. She works within a team overseeing the loadout of 68 subsea spools to be transported offshore and installed in the seabed for the Wheatstone LNG project.*

#### **Why did AWRA e-Mentoring appeal you?**

The first thing that appealed to me was the structure of the program. It was very easy to sign up to and seemed very organised. It allowed me to obtain a mentor without the nervousness and hesitation that may come with approaching someone you know.

Another large plus was the ability to gain a mentor outside of my work group, this allowed me to broaden my network and learn about other areas within the resources industry.

#### **How has the e-Mentoring program worked for you?**

The program allowed me to catch up with my mentor without having to leave the office or leave site, as we would phone or Skype our meetings. My e-Mentoring experience really made me feel like I was a part of the resource industry by linking me to a highly experienced mentor.

It was a great opportunity to learn, ask questions and to reflect on my own choices. Most of all, it was an opportunity to talk candidly with another female engineer.

#### **What have you achieved during the program?**

I was most definitely able to develop through the goals I set out at the beginning. As I was a recent graduate with only one year of work experience at the start of the program, my main goals were to gain confidence, develop myself and my skill set and learn more about where I would like to take my career.

I really enjoyed having my mentor, Lana, there along the way to bounce ideas off and to discuss all the events that happened throughout the program.

#### **Do you have any tips for other mentees?**

Don't be shy! Discuss your professional goals and don't be afraid to be honest and talk about your feelings. Experienced mentors have been through many things you are probably going through.

Another tip is to think about your mentor and their special skill set – find out what skills and choices have made them successful throughout their career and lives.

Don't be nervous about having to think of specific goals or hesitant if you think the meetings might be awkward. These are all temporary feelings. Instead, think of the positive outcomes you can achieve. You'll find that giving yourself the time to place attention on your career and to think about what you really want from your working life is motivating and empowering.

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