

# AWRA e-Mentoring

RESOURCE PEOPLE's Amity Bailey explores the stories of a mentor and mentee - by delving into their backgrounds and experiences within the resources and energy industry and highlighting the benefits of AWRA's e-mentoring program.

## KATIE-JEYN ROMEYN

**PROGRESSING FROM A** junior administration role on a dusty South Australian mine to an executive position at ASX-listed resources company, St Barbara Limited, in just 10 years is an achievement many have found difficult to fathom.

However, record-breaking career progression is just one of the many accolades Katie-Jeyn Romeyn has collected during her 15 years within the resources and energy industry.

Katie-Jeyn remained at an executive level for five years before 2014 saw her establish her own Melbourne-based coaching firm, Coach on Collins.

"I was at a junction where I could either do the work to become a CEO of a mining company, or have my own business," Katie-Jeyn says of the career crossroads.

As founder and career acceleration expert, she works in assisting leaders to elevate their careers and eliminate self-deprecating behaviours.

"People who had seen me as this receptionist on the mine site and then saw me as an executive were asking me how I did it," she says.

"Because I got asked that a lot, I thought what better business than coaching."

Recently co-authoring a best-selling book with renowned author Brian Tracy in 2016, titled *The Success Blueprint*, Katie-Jeyn's chapter tells of her success in a personal and professional capacity.

Her chapter also encourages others to do the same in breaking through industry barriers, and establishing credibility and leadership within current and future roles.

Katie-Jeyn says that those in the sector cannot afford to, "sit back and wait for corporate culture to shift," and must take initiative in becoming their own quintessential business leaders.

This attitude and ability to put her passion into action, has seen Katie-Jeyn receive multiple nominations and awards for her work surrounding

diversity, equality, initiative, and the advancement of women.

Her rich experience paired with her incredible state and national achievements in 2014 led to her speaking at an AWRA event, and following this she was approached to become a mentor.

Katie-Jeyn highlights the importance of what AWRA represents, saying she "believes the work they're doing to bring the resources sector together is vital".

She worked closely with her mentee arming her with skills to improve mindset and remove self-imposed barriers.

"She transformed. The main thing we worked on was her mindset, because I think mindset is 80 per cent of it," Katie-Jeyn says.

"Once your mindset is in the right place, strategy comes into play."

Katie-Jeyn says she regularly encourages individuals and companies to get involved in the AWRA e-Mentoring program due to the balance of freedom and structure the program imposes.

"I actually suggested to one committee that I'm a part of that they use the AWRA program instead of creating their own," she says.

"The great thing is there's a lot of leverage to be made and the time commitment is very minimal compared to the opportunities that arise from it."

Katie-Jeyn believes her certainty about her own ability to motivate others is one of her greatest strengths, "as believing in yourself is often easier said than done".

She also has great aspirations to further both herself and her firm, with hopes to expand her tailored individual coaching and her seminars on an international scale.

"Five years from now I'll be living overseas, and my practice will be fully international," she says. **RP**



## CONNA WILSON

**BEGINNING HER CAREER** 15 years ago in a business administration capacity at Western Australian energy company, Woodside, Conna Wilson has since established herself as a key player within the resources and energy industry.

Her most recent move to join oil and natural gas giant, INPEX, four years ago, has seen Conna manage and execute the company's day-to-day onshore and offshore activities.

While her current role as industrial and employee relations advisor allows her great responsibility in minimising industrial problems, Conna joined the AWRA e-Mentoring program in the hopes of furthering her career and establishing industry contacts.

Conna's Diversity Advisor initially encouraged her involvement in the program, and Conna describes her matching with a female mentor in Rachael Frizzo as "extremely motivating" in a typically male-dominated market.

"Rachael had a similar attitude and perspective on life as me, and gave me strategic advice to handle situations I faced," Conna says.

Rachael's mentoring proved invaluable in furthering Conna's career and eliminating self-imposed restrictions, particularly in terms of career planning, self-confidence and strategic thinking.

Further, Rachael's "hands-on approach to learning" resonated with Conna in a bid to improve upon her confidence in her own abilities, and "personally grow within".

"Having an unbiased opinion and advice coming through in this industry is always helpful," Conna says.

"Rachael gave me different ways to approach a situation that had arisen in the workplace regarding a promotion and really prompted me to go for it when I had self-doubt," she says.

"A lot of time Rachael asked me to draft something in my words and email it through to her, and then we would discuss areas for improvement over the phone."

Having previously participated in mentoring in both a formal and informal capacity, Conna says she is keen to eventually pass on her own knowledge and experience once she has a "few more years under her belt". **RP**