

The Ron Ekers Effect

By Kate Brooks



Skills gained from research

- Project Management
- Information / knowledge management
- Problem solving and innovative thinking
- Working independently AND part of a team
- Time Management
- Report and grant writing
- Networking and PR skills
- Event and meeting organisational and facilitation
- Presentation skills
- Computer literacy



UNIVERSITY







Women in Astronomy
Chapter of the
Astronomical Society of Australia



**ASA Inclusion,
Diversity and Equity
in Astronomy Chapter**



Mentoring

Makes a Difference



Elements of a good workplace Mentoring Program

Open Access	All staff should be invited to participate and the mentor should be available. Remote staff should be able to participate via phone or video conference.
Voluntary	Staff should not be forced to sign-up to a mentoring program and both the mentor or mentee should be able to opt out at any time if the arrangement is not positive.
Training	Training should be provided and should be compulsory (for both mentors and mentees). It is important to set expectations, clarify the role of the mentor and abide by the code of conduct.
Topic	Discussions should be focused on one particular topic that has been agreed upon prior to meeting. (e.g. promotion, skills, inclusion, work-life balance). Only depart from the set topic after mutual agreement.
Timeframe	The Mentoring Program itself should have a fixed timeframe. Schedule the times that the mentor and mentee will meet with this timeframe and abide by them.
Celebration	At the end of the Program hold an event for all mentors for a celebration and reflective practice.
Feedback	Feedback is crucial and should be collected via a questionnaire/survey.

Review of the Ron Ekers Mentoring Program

Open Access	X	<i>Located in Difficult Person's corridor</i>
Voluntary	X	<i>No avoiding Ron's questions</i>
Training	X	<i>You mean there is a User Manual?</i>
Topic	X	<i>Wiser than before, but in a different topic</i>
Timeframe	X	<i>Erratically and longer than anticipated</i>
Celebration	✓	<i>But had to wait until 75th birthday!</i>
Feedback	✓	<i>But impossible to keep track of</i>

The Ron Ekers Mentoring Program



"Ron was a great inspiration and mentor to me." *Lisa Kewley*

"Ron is so generous in his willingness to help, inspire and impart wisdom." *Michelle Storey*

"Whenever I went to see Ron I got his full attention. I always trusted him and appreciated greatly his generosity." *Neil Killeen*

"Ron was never my supervisor or my manager, nevertheless he has had a huge impact on my life and my career." *Bryan Gaensler*

"Ron has assisted me with so many goals I can hardly count." *Naomi McClure-Griffiths*

"Ron's triumph will be measured by the accomplishments of those he guided." *Ilana Feain*



“It’s indeed good to watch for opportunities during times of change”

