

Mentorship, Sponsorship & the Power of Networking

Presented by Kristy Purdon

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Kristy Purdon

About Me

- Grew up in host mining communities
- Been in the industry for 20 years, around it all my life
- Held frontline and leadership positions across UG, Open Cut, Infrastructure and now Social Performance.
- WiMARQ Committee and Bowen Basin Chapter Chair for 10 years
- IWiM alliance and advocacy council for over 5 years.
- Experienced in mentoring from both sides, sponsoring and network facilitation.



**A diverse community of
passionate people
collaborating to connect,
nurture and support
women in the resource
industry**



Overview

- What is Mentorship?
- What is Sponsorship?
- Key Differences, Mentorship vs Sponsorship
- Why Networking Matters
- Do's & Don'ts

WIMARQ – Annual Mentoring Program – Launch Event

Mentorship

What is it?

- A developmental relationship
- Mentor offers guidance, feedback, support
- Focus is on personal and professional growth
- Shares experiences and knowledge
- Builds confidence and competence
- Expands networks



Real World Scenarios

1. A university student connects with an alumna for career advice and interview prep.
2. Register for a mentoring program that includes matching criteria and framework for mentorship
3. Ask an inspiring leader in your business that isn't in your department for advice and support.

Sponsorship

- A strategic relationship
- Sponsor advocates for the protégé when you're not in the room.
- Puts your name forward for high-profile roles or opportunities
- Uses their influence to advance your career
- Focus is on advancement and visibility



Example –

1. An engineering dept within a mining house were looking for new employees, you put forward someone within your team that you know is qualified and capable.
2. Advocate a role for someone that might not think it's for them, but you know they can do it.

MENTOR = ADVISES

- Provides insights and feedback from their experience
- Build your confidence and acts as sounding board
- Offers empathy and guidance
- Expects very little in return and is a giving relationship

- Advice
- Guidance
- Makes introductions
- Gives feedback

SPONSOR = ADVOCATES

- Sponsors invest in you and advocate for your future
- Sponsorship is earned through performance
- Not always recognised until they've acted
- Have positional power to influence your role
- Actively open doors for your career path

Source: Sylvia Ann-Hewlett

<https://womenrisingco.com/>

Women **RISE** TM

Mentorship vs. Sponsorship: Key Differences

1. **Mentors Advise, Sponsors Advocate**
2. **Mentors are chosen by mentees, Sponsors choose proteges**
3. **Mentorship is private, Sponsorship is public**

Power of Networking



Do:

Follow up after events

Offer help, not just ask for it

Build authentic relationships



Don't:

Focus only on people in power

Forget to listen

Network only when you need something

“Your network is your net worth.” – Porter Gale

Networking builds the relationships that:

- Connect you to mentors and sponsors
- Expand your opportunities
- Share industry knowledge and trends
- Support you through career changes

Networking Example:

Attending a Women in Mining event leads to a collaborative project with a new company.

Do's and Don'ts - Mentoring

Mentoring



Do:

Be clear about your goals

Be open to feedback

Respect your mentor's time



Don't:

Expect your mentor to solve everything

Cancel meetings frequently

Ignore your mentees communication



Do's and Don'ts - Sponsorship

Sponsorship

✓ Do:

Deliver results consistently

Seek feedback to grow

Build credibility and trust

✗ Don't:

Assume sponsorship is a right

Expect handouts without effort

Forget to express gratitude



Final Takeaways

- Mentors help you grow
- Sponsors help you go
- Networking connects the dots
- Start building relationships before you need them
- Give as much as you receive



PEOPLE WILL FORGET
WHAT YOU SAID, PEOPLE
WILL FORGET WHAT YOU
DID, BUT PEOPLE WILL
NEVER FORGET HOW YOU
MADE THEM FEEL.

MAYA ANGELOU



2025 QRC/WIMARQ MENTORING PROGRAM

MENTORING WOMEN IN
THE RESOURCES SECTOR

WIMARQ – Annual Mentoring Program

Reference & Recommended Research

- Lean In by Sheryl Sandberg
- Forget a Mentor, Find a Sponsor by Sylvia Ann Hewlett
- Harvard Business Review -

What's the Difference Between a Mentor and a Sponsor?

- LinkedIn Learning: Mentorship & Sponsorship courses
- TED Talk: 'The Career Advice You Probably Didn't Get' by Susan Colantuono
- - Podcast: 'Coaching Real Leaders' by Harvard Business Review
- - TEDx: 'The Power of Mentoring' by Lori Hunt
- <https://womenrisingco.com/> - Women Rising
- WIMARQ Mentoring Program

[Mentoring Program - Women in Mining and Resources Queensland](#)

Thank You

Presented by Kristy Purdon

Contact details: wimarqbowenbasin@gmail.com

Phone 0437020480

