

Canterbury Newsletter November 2022

NZISM CHRISTMAS/END OF YEAR EVENTS

Because we finally can, we're hosting end of year events across the region. Please register via the events page on the website so we can account for catering numbers, bring your partner if you wish:

Central Chch Sat 3rd Dec 2pm Speights Ale House, Tower Junction

North Cant. Fri 9th Dec 630pm The Good Home, Pegasus

South Cant. Thur 24th Nov 5:30pm Bay Hill Bar and Restaurant



MEET A BRANCH COMMITTEE MEMBER

I grew up in a small rural town, where the "when I grow up" options sold to us were accountant, lawyer, farmer, teacher etc... but never would I have thought I'd end up here. Also the 90's weren't really famous for their H&S.

Fast forward about 15yrs, after living in three different countries, traveling many more, working a variety of industries (mostly in the project team in engineering/construction industry) I found myself back in our lil city, Christchurch, NZ on a fun and very successful project. The new construction, relocation and fit out of the Skellerup flagship/head office factory. It had everything; an amazing team, sensational planning & execution and problem tackling on an impressive scale... and I was a key person on the ground floor coordinating, supervising and ensuring it all happened safely and smoothly. I had such an awesome time and never wanted the gig to end!



As my time came to an end, I realised that what I really enjoyed was the H&S side of it so maybe I should follow that as a career path? I researched how best to study whilst still working full time, commenced my diploma in Health & Safety Management through SIT (which turns out was the perfect study conduit for me, as I have finally this year been diagnosed with ADHD - which explains the dyslexia and struggle with

exams & lectures). Absolutely nailed my diploma, whilst juggling working full time H&S in construction industry, and a social life. Became pregnant with our first, had to put that diploma on hold for a bit whilst I focused on a newborn.

I was made redundant whilst on maternity leave and during the wonderful year of covid hitting our world. I had no chance of getting another job in H&S any time soon as the world was in turmoil, so I decided to make the most of my

time by picking back up my diploma and smashing out the rest of it full time over the next 3 months.

Got another job in H&S at the end of the year, this time in manufacturing. Made some great improvements there. Lost a pregnancy, changed jobs to one that is a whole lot more fun, with an amazing team! It was also a step up to become the manager in H&S and officially include wellbeing (instead of me just always taking it under my wing naturally). I'm really enjoying expanding my wings, to think and act more strategically. Stoked with the change and awesome team I work with.

My favourite part of health, safety and wellbeing is feeling like I make an impact on other people's lives in a positive way. Helping to ensure they go home each day to their families or friends. Enriching their lives and making them feel like their workplace genuinely cares about them. My workplace has just announced that all permanent staff will now have access to 5 wellness days a year, to get used to help with their mental and physical wellbeing. This is another fine example of how we care for our people and work doesn't need to be a place to dread each day, it can be something you enjoy, and you should! You spend enough of your life there!!

I strongly encourage anyone who wants to enter H&S to get on your committee, make an effort to help improve your workplace, study part time and soon enough that should help give you the exposure to get an H&S focused position. I think it's key to have the study but also experience, it can be life/work experience (not totally focused on H&S because we've all got to enter somehow) and many other skills are transferable. If more organisations can offer junior/internship style roles it would benefit everyone a lot! Something I'm trying to get off the ground myself.

NZISM is the best conduit for learning, developing and networking too. I don't think I'd be where I am right now if it hadn't been for my membership the last couple of years.

Ange Davies



Congratulations to our Canterbury members who progressed to become an accredited Practitioner during Sept & Oct:

Penelope Little

Toni Stephens

William Porter

Natasha Barnett



Congratulations to our Canterbury members who progressed to become an accredited Professional during Sept & Oct:

Brent O'Bell

Kyle O'Keefe

Angela Davies

Stephen Journee

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THE BRANCH

At last count we were up to 396 members for Canterbury! Hopefully we'll crack 400 by the end of the year. Not only would that be an awesome number, but it's also record breaking for us! We're pretty excited about what this means we can plan for next year.

THE MENTORING JOURNEY

Before you start

Before you have the first conversation, consider what you need from and could bring to a mentoring relationship.

Reflection questions for mentees:

- What are your development goals for your current role? For future roles?
- Where do you see your strengths currently?
- What would you most like to get out of a mentoring relationship?

Reflection questions for mentors:

- Are you open to offer perspective and encourage growth by asking considered questions, throwing out ideas, and keeping a growth mindset?
- Do you have strengths in providing a sounding board that enables constructive feedback while supporting and encouraging development?
- Are you able to commit the time and have a genuine interest to support others to succeed?
- What would you like to give to and gain from a mentoring relationship?

First meeting

As you enter into mentoring, it's important to agree on shared principles that will guide your relationship. Here are some guiding principles to start with:

- The relationship should be based on trust, mutual respect and sensitivity
- Align on expectations around confidentiality
- Listen and be open to different views
- Be open and honest to get the most value
- Check-in on goals and deadlines throughout the process
- Agree on what, where, when and how

Try and meet in a neutral, reasonably relaxed environment (in person or online). The first meeting is a chance to share your respective backgrounds, build rapport, discuss mentoring goals, and establish the practicalities of how the mentoring relationship will work.

Topics for discussion might include:

- What are your expectations for success?
- What does confidentiality mean for each of you? What can/shouldn't be shared outside the mentoring relationship?

- What would you like to get out of the relationship?
- What communication and learning styles work best for you?
- How often and where would you like to meet?

Ongoing meetings

The mentee should take responsibility for their learning and the logistics i.e. setting up the sessions in advance, coming prepared and completing any agreed actions.



At each meeting, the mentor and mentee may wish to cover the following:

- Actions/reflections from the last meeting
- What's going on currently e.g. challenges, learnings and successes
- Feedback, insights, suggestions
- Check-in on how the relationships going – what's working well? Any proposed changes in format or engagement? Are both parties still finding value in meeting?
- Establish time and logistics for next meeting

Ending the mentoring relationship

Every mentoring relationship will have its own cadence and duration. Some may be just a few months with a specific goal in mind, others may last much longer, and even years. It's a good idea to check-in frequently on how the relationship is progressing toward shared goals. At an agreed point in the relationship, it will be time to transition from a formal to a more informal relationship.

There may be times where you need to end your mentoring relationship early. Perhaps the mentee's goals have changed and the mentor isn't the right person to help them going forward. Sometimes, the mentor and mentee fail to connect, and it's just not a good match. Whatever the reason, it's important both parties talk transparently about the reasons for moving on. Without these conversations, a mentor or mentee may be left wondering where they went wrong and second guess themselves seeking out another mentoring relationship. A good ending can be just as important as a good beginning and there will always be something you can learn from it going forward.

In the final meeting:

- Discuss shared learnings - what was accomplished together, and what steps will be taken to continue the learning
- Plan a formal acknowledgement or celebration of the relationship
- Agree what next steps looks like – this is a great opportunity for mentees to give back by becoming a mentor themselves. While the mentor may want to engage with another mentee to continue sharing their knowledge and experience.