



The Association of Arbitrators (Southern Africa)

MENTORING PROGRAMME

INTRODUCTION

Mentoring is a relationship that gives people the opportunity to share their professional and personal skills and experiences, and to grow and develop in the process.

The 2012 programme is envisaged to be a one-to-one relationship between a more experienced arbitrator (mentor) and a less experienced arbitrator (mentee). It is based upon encouragement, constructive comments, openness, mutual trust, respect and a willingness to learn and share.

OBJECTIVES

Arbitrators that have become fellows of the Association within the last 3 years have invited to become involved in the programme as mentees, where they could be assisted by a mentor in matters relating to the mentee's appointment as arbitrator. The mentor is to guide the mentee through legal and technical issues as well as through issues of procedure relating to or arising from their appointment as arbitrator.

The programme will consist of a semi-formal mentoring relationship that allows the Executive Committee of the Association to track the success of the programme.

WHAT ARE WE HOPING TO ACHIEVE?

For the mentee, that the mentee:-

- sets out to achieve new skills and knowledge to apply to their new careers;
- seeksguidanceandadviceintheirprofessionaldevelopment;
- accepts responsibility for their own decisions and actions;
- maintains confidentiality;
- acts after due consideration of advice; and
- maintains mutual trust and respect.

For the mentor, that the mentor:-

- facilitates the mentee's professional growth;
- provides information, guidance and constructive comments;
- assists in the evaluation of the mentee's plans and decisions;
- supports and encourages and, when necessary, highlights short- falls;
- maintains confidentiality;
- provides constructive feedback at all times;
- respects the mentee's duty as arbitrator to make independent and impartial decisions; and
- maintains mutual trust and respect.

IMPLEMENTATION

A core group of mentors will be identified by the Chairman and these persons will be invited to act as mentors to junior members.

When a junior fellow is appointed as arbitrator, s/he will be given the option of making use of the mentor for the duration of the appointment.

In addition to this, when junior members qualify as fellows, they will be advised of the existence of the mentorship programme and encouraged to become involved in it.

Mentee and mentor pairs should then discuss the terms of their mentoring relationship to help them clarify their respective roles and expectations. The agreement must allow for a no-fault dissolution of the relationship.

Once every three months, teams will be encouraged to reportback to the Association on the success or failures of the programme in order to allow us to track the progress.



The Association of Arbitrators (Southern Africa)

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