AMT Mentoring Program

2025 Mentoring Program Information Pack

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Why mentoring?

The AMT Mentoring program is designed to enable career massage therapists to engage in professional conversation with a mentor; improve personal and communication skills; plan for professional growth and development; and support your career.

The program aims to:

- assist massage therapists with personal development, business development and improved understanding of the practice of massage therapy
- support massage therapists as they navigate their career
- provide mentors with an opportunity to grow their own skills and attributes, and give back to the profession
- encourage and support each massage therapist to achieve their full potential

This program is delivered by AMT and supported by *Art of Mentoring*, a specialist mentoring consultancy which provides a specialist online platform for the program.

What do we mean by mentoring?

mentor: (noun) an experienced and trusted adviser.

Mentorship is a developmental relationship in which one person, usually more experienced or senior, takes time to assist the career, professional or personal development of someone else, who is known as a mentee, mentoree, or protégé. Mentoring is most often a one-on-one relationship but is sometimes done in groups.

A mentoring relationship is one that is built on trust, in which there is an exchange of knowledge, experience and goodwill.

Some examples of what our mentors may assist with include:

- acting as a source of information and insight
- suggesting relevant options regarding career development or strategies for achieving career goals
- recommending possible resources to improve specific skills
- helping the mentee solve professional challenges in their working life
- discussing issues of professional ethics
- discussing workplace related issues and options for how these may be addressed

Benefits of the program

For Mentees:
What a great opportunity to grow professionally as you spend quality time and share mutual interests with an experienced colleague. One-to-one support from a trusted mentor will provide you with objective feedback on your development in the industry and opportunity to explore personal challenges in your career. Satisfactory completion of the program allows you to meet your full AMT professional development obligation for the year.

For Mentors:
Connecting with your mentee, facilitating their career growth and development, and sharing from your own experience will sharpen your communication skills, assist in your own learning and aid in the creation of higher standards within the profession. You can have the great satisfaction of knowing you have made a difference. Mentoring is a great way to network and grow your professional community involvement. Satisfactory completion of the program allows you to meet your full AMT professional development obligation for the year.

For AMT:
The Association of Massage Therapists wishes to support career massage therapists as they progress in the industry. We see the value of finding a personal reflective space away from the busy-ness of your work; a conversational space which stimulates your thinking and helps you to develop clearer insights into your questions, issues and plans. Mentoring can build an organisational culture of trust and excellence, and can positively impact your career plans and longevity, which in turn benefits AMT.

Who can apply?

To join as a **mentee**, you can be at any age or stage in your career as a massage therapist.

To join as a **mentor**, you should have at least three years' experience in the industry, and a willingness to journey alongside another career professional as they 'explore life' as a massage therapist. If you have prior experience in another career outside the massage industry that you feel is relevant to the program, we encourage you to contact the program manager via mentoring@amt.org.au to discuss applying.

Both mentees and mentors must also be willing to complete the training provided, attend program webinars and complete surveys from time to time.

Application Process

Mentees and mentors will be asked to complete a short application form online to assess their eligibility for the program and to collect details about what they are looking for in a mentoring partner.

What's involved?

Acceptance into the program is conditional upon completion of an online training prior to filling in your application form. The *Art of Mentoring* training prepares mentees and mentors for their mentoring relationship. This training will take around 90 minutes and can be completed in stages – your progress is saved each time you log-in. If you completed the training as a component of the previous program you do not need to repeat it, although you can access the training modules at any time if you need a reminder.

Mentors and mentees will be matched according to application details. We are using a virtual e-mentoring program, hosted by *Art of Mentoring*, which means that we can match mentees with mentors from across Australia, regardless of where you are located. Rather, participants will be matched based on skill sets and desired learning outcomes.

Participants should be willing to meet via Zoom (or similar) or over the phone. Where mentors and mentees wish to enter into face-to-face mentoring we will do our best to match you with someone close to you. However, you should be aware that electronic communication was the 'norm' in the previous program and proved extremely effective.

Mentors and mentees will be expected to be in contact a minimum of once per month. We know that best results would be achieved if you commit to meeting twice per month for the first three months, or an average of every three weeks overall.

You will also be required to attend three events - Program Launch, Mid-Program Review and Program Close – all of which will be delivered via webinars. Additional (optional) support webinars will also be delivered during this time.

What's involved? (cont.)

KEY DATES	
Information Webinar	Wednesday 12 February 2025 7:30 pm (Australian Eastern Daylight Time)
Applications Open	13 February 2025
Applications Close	25 March 2025
Mentoring matches advised (time to make contact)	27 March 2025
Program Launch Webinar	Wednesday 2 April 2025 7:30 pm (Australian Eastern Standard Time)
Mid-Program Progress Review Webinar	Wednesday 9 July 2025 7:30 pm (Australian Eastern Standard Time)
Program Close Webinar	Wednesday 15 October 2025 7:30 pm (Australian Eastern Daylight Time)

During the program you will receive frequent communications from AMT, giving you helpful tips and information about mentoring and access to other relevant materials available for supporting mentees. Optional webinar support will also be provided, separately, for mentors and mentees.

You will be invited to provide feedback to AMT at various times about your experience. You will be asked to complete several short surveys and a reflection piece.

Estimated time commitment

ACTIVITY	TIME REQUIRED
Training and reading, information session, application form	Up 3 hours in total
Webinars	@ 3 hours in total
Preparation and time spent in mentoring conversations & follow-ups	2-3 hours per month
Program surveys	½ hour in total

Program materials

All the materials you need will be available for you online.

When you register you will have access to the initial training materials and the application form. You can move between completing the training and filling in the application form. Progress is saved for each.

The online program administration platform will allow you to communicate with the program manager and access resources.

Cost of participation:
$250 administration and support costs for mentees once the mentee has been accepted into the program. It is free to apply.

Mentors pay no fee for this program.

What do I do next?

Complete your registration and get started on the training, and then your application.

Submit your online application by **25 March 2025**. Mentees will be asked questions about their background and what they would like to achieve in the program. Mentors will be asked about the areas in which they feel comfortable mentoring.

Please give as much information as you reasonably can as it will assist the matching process.

You will need to complete all questions on the application form in order to be matched. **Incomplete applications will not be included in the matching pool**.

AMT will match mentors and mentees and advise you of your match, or let you know if you are on a waiting list. You will be advised if there is a suitable match by 27 March 2025. Once you are accepted into the program, mentees will be required to pay the program fee of $250.

What happens if I am not selected?

We will endeavour to match all mentees who apply, providing we have a suitable mentor. Some mentors may not be matched if their expertise/experience is not suitable for any applicants.

If we don't have a suitable match for a mentee or mentor, we won't pair you for the sake of putting you in the program at this time.

Code of Practice

To make the mentoring experience as successful as possible for both Mentor and Mentee, we ask that you please follow and abide by the Association of Massage Therapists' Code of Conduct. The following guidelines apply directly to our Mentoring Program. See also the *Art of Mentoring* Code of Practice.

Show respect to your Mentor/ Mentee and maintain professional conduct at all times:

- the AMT encourages discussions and exchange of ideas regarding personal experience and professional growth in the massage therapy industry; mentoring is not a skills-based teaching or training program
- harassment, discrimination, threatening or abusive behaviour will not be tolerated. Respect the beliefs, rights, values, and point of view of others
- do not disclose, share, duplicate or distribute each other's personal information without consent
- keep your mentoring relationship and social media posts quite separate
- be honest when you present issues and be respectful in all your responses
- topics discussed by mentors and mentees may of a sensitive or controversial nature and may involve personal opinion; strict confidentially must be maintained between mentors and mentees
- check that your comments and sense of humour are appreciated - tasteless statements or jokes are to be avoided
- keep relationships free of romantic or sexual involvement or inuendo
- unauthorised commercial activity is prohibited; posting or transmitting unauthorised or unsolicited advertising, promotional materials, or any other forms of solicitation is not allowed
- the program is not intended to be used a recruitment tool and there should be no expectation of employment being provided as an outcome
- ongoing concerns regarding an ethical or unsafe practice issue should be referred in the first instance to AMT Head Office
- the Mentoring Program utilises the services and resources of Art of Mentoring; these are for your personal use only while you are associated with the AMT Mentoring Program. Do not break copyright
- refrain from conduct that adversely affects the reputation of the Association of Massage Therapists or the massage profession

We encourage your participation in upholding our guidelines. When in doubt about appropriate behaviour within the Program, please contact the program manager via mentoring@amt.org.au

The AMT reserves the right to suspend or ban participants from the Mentoring Program if they do not comply with these standards.

The fine print - AMT's mentoring program aims to facilitate mentors and mentees to share information and knowledge regarding the massage therapy profession. AMT and the mentor do not make any representations as to the qualifications or the competence of program participants nor endorse or warrant the accuracy, timeliness, or usefulness of any advice provided through the mentoring program. The views expressed by participants in the AMT Mentoring Program do not necessarily reflect those of the Association of Massage Therapists. AMT and the mentor shall not be liable to the mentee for any act or omission taken in reliance upon any information or advice provided by the mentor. The Mentee may not use the program, information, or advice rendered, for any unlawful purpose.

Frequently Asked Questions

How long will the mentor program run for?
This round of mentoring will run for six months from 27/03/2025 to 15/10/2025.

Who is this program open to?
The program is open to all members of AMT provided they meet the eligibility criteria.

What's the cost?
Mentors pay no fee for this program. A $250 administration and support fee applies to all mentees in the 2025 program. If we cannot find a suitable mentor to match you with, no fee is applicable. Once successfully matched, AMT will invoice each mentee.

How do I apply?
Go to https://amt.aomapps.au/amt-mentoring-program-2025

Do some reading on this landing page before you press 'apply' to register. You will have to provide your email address and create a password so that you can return to the training and application form at any time.

Why do you need me to provide so much information on my application form?
The information you provide will help us 'match' the right mentee with the right mentor, based on experience, skills and what you want to achieve from the program.

When will I know if I've been successful, and if so, who I've been matched with?
Once you have completed your application, we will contact you to confirm whether you've been accepted into the program and who has been selected as your mentoring partner. It's important to note we won't 'match for matching sake'. You should hear from us by 27 March 2025 as to whether your application has been successful.

What will I have to do if my application is successful?
If your application is successful, you will need to attend a series of webinars (please refer to the dates earlier in this document) and to engage in a mentoring partnership for a period of around six months. It will be up to each mentee/mentor pair to establish their own timetables and agenda for their one-on-one (at least monthly) meetings.

Will discussions between mentees and mentors be confidential?
Absolutely! Great mentee/mentor relationships are based first and foremost on trust. Your participation in the program is confidential and you will agree with your mentoring partner how you will handle confidentiality between you.

Who do I contact for more information?
If you're interested in finding out more about the program, email mentoring@amt.org.au

amt
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massage therapists
in good hands

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