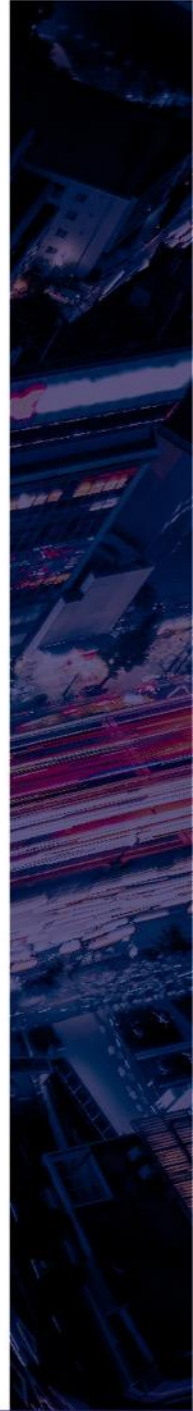


Mentorship Proposal for ITS Asia Pacific



ITS Asia Pacific Mentorship Working Group

- Susan Harris - ITS Australia
- Scott Fennelly – ITS Australia
- Dr. Nobuyuki Ozaki – ITS Japan
- Howie Sim– ITS Singapore
- Ikuko Okada – ITS Japan
- Philip Tseng – ITS Taiwan
- Murphy Sun – Its Taiwan
- Weijun Jiao – ITS China
- Tongkarn Kaewchalermtong – ITS Thailand
- Steven Yee Ming – ITS Hong Kong
- Akhilesh Srivastava – ITS India
- Karen Cheung - ITS Hong Kong
- Shuk Ching Cheng (Lillian) – ITS Hong Kong
- Sook Kwan – ITS Singapore
- Tzu-Cherng Chang – ITS Taiwan



Agenda

- **Recap**
 - Background
 - Recap on commercial proposal for Asia Pac
 - Possible approach for Asia Pac
- **Possible approach for AP**
 - Art of Mentorship proposal
 - Structure
 - Funding Proposal
- **Discussion**



Background

- ITS Australia has run a successful mentorship program since 2022, with positive feedback from members
- ITS Asia Pacific members have expressed interest in greater collaboration opportunities amongst members
- Art of Mentoring has a track record of supporting cross border mentorship programs
 - Proposal attached.



ITS Australia Mentorship Program

since 2022...



itsaustralia 

Mentorship 2025

Results



SUCCESS CRITERIA	MENTEES	MENTORS
Satisfaction with mentoring relationship - highly satisfied or satisfied	100%	100%
Progression of Mentee goals - some or all goals	100%	-
Net Promoter - would recommend to others	100%	100%

PROPOSAL FOR ITS APAC

Item	Price ex GST (USD)	Discount
Annual Platform licence including 24 pairs	\$28,500	10%

Additional Pairs

Additional pairs can be purchased at rates:

1-200	\$180 per extra pair
201-500	\$140 pp
501+	Quote

Total USD	\$25,650
GST	\$2,565
Total USD inc GST	\$28,215 for 24 pairs

Suggested Structure for ITS Asia Pacific Mentorship Program



Each member country

- Identifies up to 2 mentees to participate in the program
- Encourages industry leaders in their network to register with Art of Mentorship as a mentee

Establish an ongoing working group

- Reviews the framework for the program
- Reviews the suggested mentee / mentor pairs
- Reviews the program at its conclusion

Mentors and mentees

- Matched across borders based on their stated goals
- Arrange their own meeting schedule (online), with training and support from Art of Mentorship



Funding proposal

- Annual licence fee could be funded through ITS Asia Pacific funds retained from AP Forums and ITS World Congresses. This will include up to two mentees per member of ITS Asia Pacific.

USD28,215 pa

- Each member can also fund additional mentees (subject to sufficient mentors).

USD180 per mentee

➤ Attachment 1
Proposal from Art of Mentoring





ITS APAC MENTORING PROGRAM OPPORTUNITY

21st October 2025



AGENDA



Who are AoM?

ITS Aus Program Overview

ITS Aus Program Success

AoM Experience

The AoM Platform

Demonstration

Future Opportunities

Next Steps



WHO ARE AOM?

Art of Mentoring is Australia's **leading provider of mentoring software and services**, trusted by government, corporate, and member-based organisations to **design, deliver, and scale impactful mentoring programs**.

20+ Years of Experience

Backed by the
**International Standards for
Mentoring and Coaching
Programs**

94% Client Satisfaction
Rate

ITS AUSTRALIA PROGRAM OVERVIEW

- Supports early-career professionals to build **leadership capability, technical confidence & industry connections**
- Fills a gap not covered by corporate mentoring programs
- 4-year partnership with Art of Mentoring, delivering a successful program with strong engagement and positive outcomes in Australia
- **Opportunity to expand across ITS Asia-Pacific to broaden impact**



ITS AUSTRALIA PROGRAM SUCCESS



- **100% of mentees** recommend this program to others
- **100% achievement rate:** mentees achieved all their set goals
33% also achieved unexpected outcomes
- **78% of mentees** able to **articulate & act on their career goals** as a result of their mentoring experience
- Areas of greatest **impact** for mentees:
 - ✓ performance at work
 - ✓ personal learning & growth
 - ✓ self-awareness



AOM EXPERIENCE



Supporting Associations

- Extensive experience partnering with associations across varied industries to design and deliver scalable mentoring programs.

Global Program Delivery

- Programs spanning multiple regions and time zones through the Art of Mentoring Platform.
- Expertise in tailoring mentoring frameworks for cross-cultural contexts and multilingual participant groups.



PACKAGE INCLUSIONS

For ITS

- Dedicated **Client Success Manager** and **Program Manager** to manage, administer the program and directly support your participants.
- Expert **application form and matching algorithm** to ensure the best spread of matches across the cohort.
- Built-in **surveys and reporting** to understand how the program is progressing at key milestones.
- Platform personalisation – showcase your own **branding and logos** to participants across their dashboard and landing page.
- Automated, best-practice **communications plan** to support participants at every stage of their journey.

For your Participants

- NEW **Goal Tracker** for mentees to set and progress goals.
- Best-in-class **online training courses** equip both mentees and mentors with the skills they need to embark on their mentoring journey confidently
- Robust **Program Resources** - our resources are research-based and include worksheets, articles, eBooks, tips and guides for mentors and mentees.
- 5 x **live webinars** throughout the mentoring journey for **information, education and engagement**.
- Platform **translation** capability.
- Aligned **Program Manager** to answer all queries and concerns at any time.



COMMON OUTCOMES

For the Organisation

Industry & Workforce Impact -

- Improved staff retention through stronger sector identity and belonging
- Enhanced communication capability and clarity of purpose across the workforce
- Stronger cross-industry relationships and collaboration
- Development of practical skills not addressed through traditional training programs
- Increased mentor engagement, job satisfaction and sense of contribution
- Broader industry perspective through connection with emerging talent and diverse viewpoints

For the Participants

Individual Growth & Professional Impact

- Increased confidence and self-belief
- Expanded professional networks beyond immediate teams or regions
- Access to diverse expertise and industry insights
- Clearer career direction and structured development planning
- A confidential space to explore challenges and opportunities
- Strengthened leadership capability (for mentors)
- Intellectual stimulation and fresh perspectives
- Greater overall job satisfaction and engagement



PLATFORM DEMONSTRATION & MENTORING JOURNEY





FUTURE OPPORTUNITIES

Expanding Horizons, Empowering the Industry

As the ITS Mentoring Program looks to go international, it will provide members and professionals across regions with access to mentoring as a **valued development benefit**.

Supported by the Art of Mentoring Platform, this program will connect mentees and mentors globally — encouraging **cross-cultural collaboration, shared learning, and innovation** that strengthen the advanced transport technology sector and its future leaders.

With the program foundations, platform, and processes already established, it's now simply a matter of opening access to global members, which involves:

- **Promoting the program:** marketing to members or direct nomination from each regional ITS Association.
- **Appointing a representative** to join the mentor/mentee match review meeting and provide regional insight.
- **Championing the program** locally to build visibility, engagement, and long-term sustainability across the global network.





PROPOSAL FOR ITS APAC

Item	Price ex GST (USD)	Discount
Annual Platform licence including 24 pairs	\$28,500	10%
Additional Pairs		
Additional pairs can be purchased at rates:		
1-200	\$180 per pair	
201-500	\$140 pp	
501+	Quote	
	Total USD	\$25,650
	GST	\$2,565
	Total USD inc GST	\$28,215

NEXT STEPS



- ITS APAC Directors to review the AoM information, quote and deliberate internally.
- Suggested follow up call to discuss any questions post internal deliberations.

Growth is the mindset.
Mentoring is the art.

Any questions?

➤ Attachment 2 Minutes



Working Group Meeting Minutes – Feb 11, 2026

1. Attendees:

- Tongkarn Kaewchalermtong ITS Thailand
- Steven Yee Ming ITS Hong Kong
- Murphy Sun ITS Taiwan
- Susan Harris ITS Australia
- Georgia & Rebecca AoM

2. Proposal and approach presented, as attached here.

3. Discussion topics raised

- Queries about the program cost and inclusions; AoM agreed to provide additional details regarding inclusions in the package (updated in page 17 & 18 of this deck)
- International collaboration – matching mentees with overseas mentors - was highlighted as a priority; AoM responded that this can be reflected in the design.
- Discussing and agreeing the age and experience profile for mentees was raised with different countries having different definitions of young professionals – eg <35 and <40. AoM responded that this can also be addressed in the finalizing of the design and could be flexible as needed.
- Support overall by participants in the program.

4. Next steps

- Agreed to share updated material and minutes with the broader working group
- Agreed to ask for this items to be tabled for discussion at the upcoming ITS Asia Pacific Board.

