

# Group Mentoring 2025

## Participants Feedback

The Group Mentoring program, initiated by Bronwyn Buchanan through her role in the SAICA Mentoring Program, was created to bridge the gap for aspiring and qualified accountants who were not placed with individual mentors due to limited supply. By transforming recurring individual challenges into collective learning, the program empowers mentees to expand networks, discover mentors independently, and reframe challenges with a focus on what they can control. This collective approach shifts isolated struggles into shared growth, fostering confidence, connection, and transformative action.

Topics covered:

### Your self development over these last few months

Idea of fitting in but not truly belonging      Storytelling

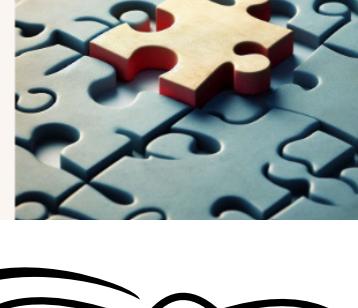
Drama triangle      Identifying your triggers

Stay, Go, Grow - Careers      What does being confident look like

Growth and Fixed Mindset      Reframing the fear of failure

One-on-one sessions      Transitions

Reflecting on 2025, building on it for 2026



### Key Outcomes

- 100% of mentees would recommend the sessions to others.
- 100% benefits from these sessions more than they expected.
- 8 consistent participants across 7 months, with a total of 8 sessions.
- Each mentee received a one-on-one session in addition to group mentoring.
- Mentees built independent mentoring relationships and expanded their networks.

### Confidence & Self-Belief

- Validation and belonging: Mentees felt “seen” and realized they were not alone in their struggles.
- Confidence defined: Sessions explored what confidence looks like in practice, helping mentees reframe self-perceptions.
- Celebrating achievements: Participants committed to acknowledging progress rather than downplaying capabilities.
- Self-kindness: A key takeaway was to “park the past in the past” and be kinder to oneself.

### Mindset & Perspective

- Growth vs. fixed mindset: Tools were applied to shift thinking and embrace growth opportunities.
- Reframing fear of failure: Mentees learned to see setbacks as part of the journey, not as evidence of falling behind.
- Drama triangle awareness: Recognizing roles (rescuer, victim, persecutor) helped mentees empower others instead of rescuing.
- Reframing control: Focus shifted to what can be controlled, while reframing perspectives on what cannot.

### Career Development

- Stay, Go, Grow framework: Helped mentees evaluate career decisions with clarity.
- Transitions: Sessions supported navigating career and personal transitions with resilience.
- Networking outcomes: Several mentees found mentors independently, expanding their professional circles.
- Routine building: Participants committed to creating structured routines for health and career growth.

### Storytelling & Reflection

- Storytelling sessions: Helped mentees reframe personal narratives and see their journeys as valuable.
- Documenting progress: Journaling and reflection were adopted as tools for self-development.
- Perspective shifts: Hearing others’ stories provided validation and new outlooks on personal challenges.

### Looking Ahead

- Session format: Requests for longer sessions, weekend options, and more one-on-one opportunities.
- Tools for 2026: Mentees highlighted practical tools they will carry forward—confidence-building, reframing, and empowering others.
- Collective impact: Group mentoring continues to shift isolated “I” struggles into shared growth, reinforcing resilience and empowerment.