

Mentoring Program – February to October 2022

## Mentor Fact Sheet

*Transformative mentoring for women in operations*

Our Mentoring Program enables members to access experienced leaders across multiple industries and member companies. Senior volunteer mentors commit to supporting mentees to achieve set objectives, overcome challenges and maximise their capabilities to further their career in operations.

The program is informed by conversation maps linked to the [NAWO Learning Priorities](#) and mentors have the choice of mentoring an online circle (group of 4-6 women) or providing online mentoring for an individual. NAWO invests considerable time and capability in the matching process to best meet the objectives of mentees with the strengths of each volunteer mentor.

Our program offers a unique development and leadership growth opportunity for volunteer mentors. We are currently accepting registrations from leaders (of any gender identity) who meet the eligibility criteria shown on the next page and who are willing to commit to the mentoring process. Commencing in February 2022, we strongly encourage you to register - the more mentors who volunteer, the more mentees we can have participate in the program.

*“Being a NAWO Mentor reinforces the benefit of diverse perspectives and the learnings we each take from different experiences in operations throughout our careers.”*

– LOUISE WARNER – MENTOR 2020



### MENTORING CIRCLES AND 1:1 MENTORING – THE DIFFERENCE

The Mentoring Circles are operationally focussed – mentors for circles will have demonstrated operations experience and mentees in these circles will be women aspiring to an executive position in operations within the next 2-5 years.

NAWO 1:1\* Mentoring is available to everyone, regardless of experience or seniority. Mentors for 1:1 partnerships will be matched to mentees on the basis of best meeting the mentee’s specific objectives. 1:1 Mentors from different levels and functions within operational businesses are welcome to register.

\*Please note: Whilst the Mentoring Circles are for mentees who identify as female, NAWO will facilitate 1:1 mentoring across all gender identities for mentees who are looking to achieve specific objectives related to diversity and inclusion outcomes.

# Mentor Eligibility Checklist

## ALL MENTORS

- Consistently role models inclusive leadership
- Has benefited from mentoring during their own career
- Is a NAWO Member or Affiliate
- Active advocate for gender balance in operations
- Has the capacity and commitment to support mentees for the full program
- Natural ability to build rapport online and listen and respond with empathy
- Willingness to share from own experience where relevant

- Energy and enthusiasm to help mentees identify useful resources/tools/actions to achieve their objectives

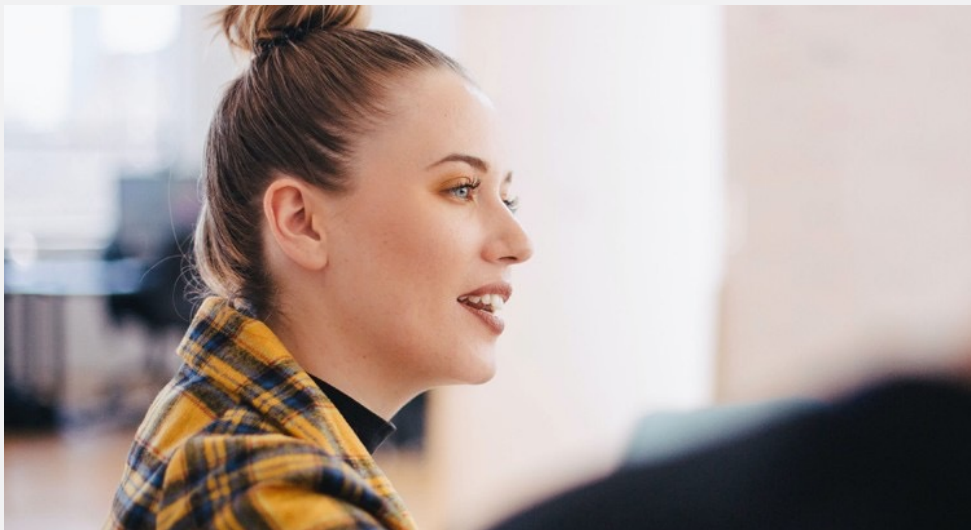
## CIRCLE MENTORS

- Proven track record in operations leadership with experience in areas such as supply chain, procurement, technology, engineering, automation, and manufacturing.

## INDIVIDUAL (1:1) MENTORS

- Management or team leadership experience in varied roles and industries.

[CLICK HERE TO REGISTER YOUR INTEREST IN BECOMING A NAWO MENTOR](#)



# Program Overview

NAWO offers members virtual Mentoring Circles and 1:1 Mentoring as set out below:

	MENTORING CIRCLES	1:1 MENTORING
<b>WHAT IT IS</b>	Group sessions with a peer network of 4-6 women from different operational businesses, facilitated by senior operational leaders.	Individual mentoring sessions with a suitably matched mentor to support the mentee's desired personal and professional growth.
<b>TARGET MENTEES</b>	Emerging or mid-career NAWO Members who aspire to senior leadership roles and active career progression.	Individuals, at any career level, with an identified professional goal/s who want to be held accountable to achieve them.
<b>VOLUNTEER TIME COMMITMENT</b>	<b>7 group sessions:</b> <ul style="list-style-type: none"> <li>• 1 x 90 min facilitated group planning &amp; goal setting</li> <li>• 6 x 90 min facilitated mentoring groups</li> <li>• Attendance at launch event</li> <li>• High level of personal and shared accountability</li> <li>*Virtual delivery</li> </ul>	<b>4 individual sessions:</b> <ul style="list-style-type: none"> <li>• 1 x 60 min planning &amp; goal setting</li> <li>• 3 x 60 min individual mentoring sessions</li> <li>• Attendance at launch event</li> <li>• High level of personal and shared accountability</li> <li>*Virtual delivery</li> </ul>
<b>REGISTRATION PROCESS</b>	<ul style="list-style-type: none"> <li>• Direct registration via the link commence September 1<sup>st</sup>, 2021</li> <li>• NAWO review registrations to create best-fit matches – Jan '22</li> <li>• NAWO confirm participation and introduce mentors to their mentees – early Feb '22</li> </ul>	
<b>INCLUDES</b>	Virtual mentoring launch event, mid program networking event and alumni celebration	