

Mentee Information Sheet

Transformative mentoring for women in operations

Our Mentoring Program offers members access to experienced leaders across multiple industries and member companies. Senior volunteer mentors support mentees to achieve set objectives, overcome challenges, access sponsorship, and maximise capabilities to further their careers in operations. The program is designed to address challenges faced by operations professionals across a broad range of intersecting identities and experiences.

Our program comprises of two unique development and leadership growth opportunities for mentees – Mentoring Circles and 1:1 Mentoring; and is informed by conversation maps linked to our [NAWO Learning Priorities](#).

We invest considerable time and capability in the matching process to best meet the objectives of mentees with the strengths of each volunteer mentor. **We are now also running Circles specifically focused on key career stages, as well as our new GEM (Gender Equality Men) Program to support men in stepping up as Allies for gender equality.**

Talk to your manager and HR business partner about being part of this exceptional program commencing in February 2024. Registrations open on late September 2023.

“NAWO’s Mentoring program helped to shape me into the leader that I am today.”

– MELITA BEVAN, CUSTOMER SUPPLY CHAIN MANAGER,
COCA COLA AMATIL, AND NSW STATE COMMITTEE MEMBER

MENTORING CIRCLES AND 1:1 MENTORING – THE DIFFERENCE

The Mentoring Circles are operationally focused. If you are someone who identifies as a woman, including those who are trans, gender and sexually diverse and non-binary, working in an operational business and aspiring to an executive position within the next 2-5 years then a circle is for you. The circles work best when their participants have similar ambition, interests and passion for leading within operations. Mentors for circles are senior leaders of any gender from the NAWO network with demonstrated operations experience.

NAWO 1:1* Mentoring is available to anyone, 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.

*Whilst the Mentoring Circles are for mentees who identify as women, 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. [Contact us](#) to find out more.

Mentee Eligibility Checklist

ALL MENTEES

- Aspire to grow into senior roles in operations
- Are committed to playing an active role in their own development and career progression
- Are NAWO Members (Individual or Corporate)
- Have the capacity and availability to work with a Mentor for the full program
- Have the support of their organisation to participate (time and/or cost)

Program Overview

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

	MENTORING CIRCLES	1:1 MENTORING
WHAT IT IS	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.
TARGET MENTEES	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.
TIME COMMITMENT	<p>7 group sessions:</p> <ul style="list-style-type: none"> • 1×90 min facilitated group planning & goal setting • 6×90 min facilitated mentoring groups • Attendance at launch event • High level of personal and shared accountability <p>* Virtual delivery</p>	<p>4 individual sessions:</p> <ul style="list-style-type: none"> • 1×60 min planning & goal setting • 3×60 min individual mentoring sessions • Attendance at launch event • High level of personal & shared accountability <p>* Virtual delivery</p>
REGISTRATION PROCESS	<ul style="list-style-type: none"> • Direct registration via the link commencing 26 September 2023. • NAWO review registrations to create best-fit matches – January 2024 • NAWO confirm participation and introduce mentors to their mentees – early Feb 2024 	
INCLUDES	Virtual mentoring launch event, mid program networking event and alumni celebration	
COST PER PERSON	\$660 + GST	\$660 + GST