

Mentor 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 their capabilities to further their career in operations. We warmly welcome mentors who can share experiences and tools to address challenges faced by operations professionals across a broad range of intersecting identities and experiences.

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. **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.**

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 and who are willing to commit to the mentoring process. Commencing in February 2024, 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 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.

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.

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 11 September, 2023 • NAWO review registrations to create best-fit matches – January 2024 • NAWO confirm participation and introduce mentors to their mentees – early February 2024 	
INCLUDES	Virtual mentoring launch event, mid program networking event and alumni celebration	