

Mentor Fact Sheet

Transformative mentoring for women and allies in operations

Are you considering becoming a mentor? If so you've come to the right place.

Being a mentor offers many benefits. It can provide an opportunity to 'pay-it-back', sharing your time, experience and social capital to help other women and create positive change. Being a mentor can help you improve your coaching skills, allow you to gain insights from working with individuals from businesses outside of your own and through interacting with the NAWO experience, aid you to lead with a more inclusive lens. Participant feedback has also shown how it can foster personal and professional growth, help advance careers by enhancing mentors' reputations, and build long-lasting meaningful relationships.

What is expected from you? Mentors support mentees to achieve set objectives, overcome challenges, access sponsorship and maximise their capabilities to further their career in operations. As part of this, mentors typically share experiences of how they have addressed challenges faced by operations professionals across a broad range of intersecting identities and experiences.

How does the NAWO Mentoring Program work? Mentoring is often called cited by mentees as a critical catalyst in accelerating their career success. Recognising the power of this relationship, NAWO's Mentoring Program seeks to hand-match mentees to experienced leaders from industries and member companies outside of their own.

Mentors have the choice of mentoring a circle (7 x 90-minute sessions with a group of 4-6 women through the NAWO Mentoring Program or men in the GEM Mentoring Program) or an individual (4 x 60-minute sessions) – both formats are online and run between February and October 2025.

What support do you get? Unique to this program, NAWO invests considerable time and capability in the matching process to best meet the objectives of mentees with the strengths of each volunteer mentor. The program is informed by conversation maps linked to the NAWO Learning Priorities.

Register now. 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 group 4-6 women with similar ambitions and interests, who are aspiring to an executive position within the next 2-5 years. 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, seniority or gender. Mentors for 1:1 partnerships are 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.

● [REGISTER YOUR INTEREST IN BECOMING A NAWO MENTEE](#)

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	7 group sessions: <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 *Virtual delivery	4 individual sessions: <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 *Virtual delivery NB: For details of the GEM program, see the GEM fact sheet
REGISTRATION PROCESS	<ul style="list-style-type: none">● Direct registration commencing 19 August 2025● NAWO review registrations to create best-fit matches – January 2025● NAWO confirm participation and introduce mentors to their mentees – early February 2025	
INCLUDES	Virtual mentoring launch event, mid program networking event and alumni celebration	