



NAWO - About Us

NAWO is a purpose-driven network striving to see gender balance valued and achieved at every level in operations. We bring together individuals and organisations committed to creating inclusive workplaces across historically gender-segmented industries such as supply chain, manufacturing, logistics, and technical services.



The **NAWO Mentoring Program** is one of our flagship initiatives, designed to connect women in operational roles with experienced mentors who offer guidance, insight, and support.

And mentoring is just the beginning. NAWO members also gain access to a vibrant calendar of events, leadership development forums, practical resources, and a community of professionals who are passionate about equity and excellence. By engaging with NAWO's full suite of offerings, members amplify the impact of their mentoring experience and accelerate their personal and professional growth.



WHAT'S ON AT NAWO



NAWO MEMBER PORTAL



Have a question about the program?
Get in touch with the mentoring
team via mentoring@nawo.org.au



The Value of NAWO Mentoring

The NAWO Mentoring Program connects women in operational roles with experienced mentors from a diverse range of industries and organisations. We define ‘operations’ broadly, encompassing traditionally gender-segmented functions such as supply chain, logistics, project management, manufacturing, and the technical disciplines that support operational excellence.

Participation in the NAWO Mentoring Program offers corporate member organisations a powerful lever for talent development, inclusion, and leadership growth.

By encouraging employees to engage as both mentors and mentees, companies foster a culture of continuous learning, cross-industry connection, and gender-balanced leadership.

For **mentees**, the program builds confidence, clarifies career goals, and expands networks, empowering emerging leaders to thrive in operational roles.

For **mentors**, it's an opportunity to give back, grow inclusive leadership capabilities, and gain fresh perspectives from rising talent across multiple industries.

Organisations benefit from:

- Enhanced talent retention and engagement through meaningful development opportunities.
- Stronger leadership pipelines, especially for women in operations.
- Cross-industry insights that challenge conventional thinking and inspire innovation.
- Visible commitment to gender equity, reinforcing employer brand and attracting diverse talent.

With structured mentoring, curated events, and access to NAWO's broader network, NAWO's program is a strategic investment in people and culture, driving measurable progress toward inclusive, high-performing workplaces.





What Mentees Gain



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“I cannot even explain in words how beneficial the NAWO mentoring has been for me. I have been more concentrated on my projects and less a slave to emails, I use strategies to grow my teams skills not take on extra work, I have conversations easily that I once would have procrastinated on, I have self-belief and confidence and set boundaries.”

Build Confidence & Self-Belief

Gain clarity in your strengths and learn how to navigate workplace challenges with confidence.

“I’ve grown in my ability to speak up, lead meetings, and advocate for myself.”

Clarify Career Goals

Work with your mentor to explore career pathways, set meaningful goals and take action toward them.

“The program helped me define what success looks like for me—and how to get there.”

Expand your Network

Connect with professionals across industries and build relationships that support your growth and visibility.

“I’ve met people I never would have crossed paths with - now I have a network I can lean on.”

Learn from real experience

Receive practical advice, insights, and encouragement from mentors who’ve walked the path before you.

“Hearing my mentor’s stories helped me realise I’m not alone—and I can overcome the same challenges.”

Develop Leadership Skills

Strengthen your communication, decision-making, and strategic thinking through guided conversations and reflection.

“I’ve become more confident in leading teams and influencing others.”



How the Program Works

The application period for the 2026 program opens 1st September 2025 and closes on 31st October 2025

The program runs from **February to November 2026**

The expectation is that mentees fully commit to the requirements of the program. On average, the time commitment as a Mentee is **two-three hours per month** over the program duration.



The Mentee Commitment

Active self-reflection, development planning, session logs and check-ins

Preparation for and participation in 1:1 or Circle mentoring sessions (min. 5 x 90 minutes)

Attending Mentoring events: program onboarding, mid-point networking, end of program celebration

How do we match you?

Our program personally matches you with experienced leaders and role models drawn from within the NAWO member base. You will be matched according to **career stage, relevant experience, development and mentoring goals**.

Mentoring can take the form of 1:1 or small circle mentoring (with up to three mentees at a similar career or development stage). Matches are based on the best fit within our Mentoring network, aligned with your professional experience and goals.

How much does the program cost?

The cost per participant is \$750 (GST inclusive).

If you're paying as a non-organisation participant, you need to take out a NAWO Individual Membership first. The cost is \$99 per year, which includes three months bonus membership.

Can anyone participate?

You need to be a NAWO Member (Individual or Corporate) to participate in the Mentoring Program and have a NAWO Member Portal log in to be able to access the Mentee application form. Some businesses manage their applicants centrally, please contact your Manager to understand your employer's internal process.



Applying to be a Mentee



Mentee applications are open to NAWO Corporate and Individual Members via the NAWO Member Portal.

STEP 1

Check if your employer is a NAWO Corporate Member - see nawo.org.au/our-members (if you work for a subsidiary company you still have membership).

If you're not a member through your employer, you'll need to become a NAWO Individual Member before submitting an application. Go to nawo.org.au/become-an-individual-member to join and start enjoying the benefits of being part of the NAWO Network straight away.

STEP 2

Scan the QR Code to the right to log into the NAWO Member Portal and start your application. Don't have a Member Portal login? Contact us on admin@nawo.org.au

The application form will take 15-20 minutes to complete, and must be submitted by 31 October 2025.

**Register as
a Mentee
for our
2026
program**



STEP 3

The payment of \$750 (GST inclusive) for your participation in the Mentoring Program will need to be finalised by you or your organisation before you are matched with your Mentor.

STEP 4

Your Mentoring match will be confirmed in January 2026. While you wait for your Mentoring match, stay connected to NAWO by participating at events <https://nawo.org.au/whats-on/>

STEP 5

Attend the Mentoring Program Launch and Onboarding event online in February 2026.

STEP 6

February - November 2026:
Make the most of your participation in the Mentoring Program!





Volunteer as a Mentor

Lead. Empower. Make a Difference.

As a senior leader, or experienced mid level leader, your experience can shape the future of women in operations.

By volunteering as a NAWO Mentor, you'll:

- Give back by supporting emerging leaders and sharing your career insights.
- Grow as a leader through coaching, listening, and mentoring across diverse perspectives.
- Champion inclusion by helping embed inclusive behaviours and gender balance in operations.
- Connect with other leaders across industries and learn from their practices.
- Be recognised as a leader committed to professional development and equity.
- Gain insights that you may not otherwise hear in your own team or business.
- Receive complimentary membership for the period of the program (if not with a member organisation).



Your commitment as a Mentor

Program Duration	Program Format	Mentor Support
February – November 2026 Time Commitment: 2-3 hours/month	1:1 or small circle (up to 3 mentees) 5 mentoring sessions +3 program events (onboarding, mid-point, celebration)	Access to onboarding, mentoring resources, NAWO's Mentoring Program team, and LinkedIn Mentoring group



Applying to be a Mentor

STEP 1

Spend 15 minutes completing the online 2026 Mentor Application form by no later than October 31, 2025.

STEP 2

If you are a first-time NAWO Mentor, you will be contacted by NAWO for an interview in November/December 2025.

STEP 3

Your Mentoring match will be confirmed in January 2026.

STEP 4

February - November 2026: Make the most of your role as a NAWO Mentor!



"Incredibly wonderful outcomes...my mentee got promoted into her dream job, got a F2F with the CEO of the company to talk about how to keep women in the workforce and how to get women to step up into leadership roles."



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