

NAWO MENTOR GUIDE

2026



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Welcome

Thank you for joining us as a volunteer mentor in the NAWO Mentoring Program. We are excited to have you onboard!

By stepping into this role, you are making a difference to individuals and organisations and contributing to NAWO's purpose of advancing gender balance in operations across Australia.

NAWO mentoring program values & purpose

The NAWO Mentoring Program is designed to connect women and allies working in operations with experienced industry professionals who can support development, confidence and career progression. It fosters personal and career growth, expands networks, and builds inclusive leadership capacity across sectors where gender balance remains a priority.

- The NAWO Mentoring Program exists to:
- Build capability, confidence and career clarity for mentees
- Create safe and inclusive spaces for reflective conversation
- Strengthen cross-industry networks and visibility
- Share operational wisdom, lessons learned and lived experiences
- Support more women to thrive and advance in operational roles

Role of mentors in advancing gender balance in operations

Your role is not to provide all the answers - but to guide thinking, share insight, and create space for your mentee to explore their goals, challenges and aspirations.

- Mentors in this program contribute to gender balance by:
- Sharing firsthand experience of navigating operational environments
- Encouraging mentees to build confidence and clarity
- Providing perspective on career pathways and leadership development
- Offering guidance for decision-making and problem-solving
- Acting as inclusive role models within a male-oriented sector

This is an opportunity to give back, grow inclusive leadership capabilities, and gain fresh perspectives from rising talent across multiple industries.



What Success looks like

In addition to the below, you will have your own, personal goals for participating in the program and we encourage you to share these with your mentee(s). Examples of the type of success we often see as part of the program include:

Success for You as a Mentor

- A strong, trusting relationship with your mentee or mentoring circle
- A sense of contribution to the experience and visibility of women in operations
- Opportunities to refine your own coaching and leadership skills
- Insights into emerging challenges and aspirations within the industry
- Feeling connected to a wider community of mentors and allies

Success for the Mentee

- Increased confidence in navigating operational environments
- Clarity around career goals and next steps
- Practical strategies for development
- Expanded industry networks
- A safe, supportive space to explore challenges and decisions

Success for the Program

- Active participation across all sessions
- Development outcomes reflected in mentee feedback
- Strong mentor and mentee satisfaction
- Continued relationships and informal mentoring beyond the program.



Where to get support

Mentors are supported throughout the program - please to do not hesitate to lean on the following support team and resources:

NAWO Mentoring Team

For support, guidance, concerns or questions at any stage contact: mentoring@nawo.org.au

Mentor Buddy / Peer Support

If you'd like a fellow mentor to share experiences with or ask questions, a buddy can be arranged through NAWO on request.

NAWO Mentoring Resources Hub

Templates, conversation guides, development tools and curated articles:

 [NAWO Mentoring Resources Hub](#)



Scope of the mentor role

As a NAWO mentor, your role is to guide, support and challenge your mentee in a professional, respectful and inclusive way. Mentoring is focused on professional development, confidence building and learning through shared experience - it is not a management, supervisory or advisory role.

What the Mentor Role Includes

- Supporting the mentee to explore goals, challenges and career direction
- Sharing insights, experiences and perspectives from your own professional journey
- Asking thoughtful questions that encourage reflection and problem-solving
- Providing constructive feedback and encouragement
- Creating a safe, confidential space for open conversation
- Supporting the mentee to identify actions and next steps

What the Mentor Role Does Not Include

- Making decisions on behalf of the mentee
- Managing performance or workplace issues
- Providing legal, medical, psychological or financial advice
- Acting as a counsellor, therapist or HR representative
- Advocating directly within the mentee's organisation without agreement

Mentors are encouraged to stay within their professional expertise and to refer mentees to appropriate support services, HR teams or NAWO if issues arise that sit outside the scope of mentoring.

By maintaining clear boundaries, mentors help create a trusted, effective and sustainable mentoring relationship for everyone involved.



"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."





Member Guidelines

To support a safe, inclusive and enjoyable mentoring experience, we've brought together a few helpful guides below. They explain how the program runs, how we look after one another, and where support is available if needed.

NAWO Community Code

Sets out how we engage with one another across the NAWO community, helping to create respectful, inclusive and safe spaces for everyone involved.

 [View NAWO Community Code](#)

Respectful Workplace Behaviour Policy & Grievance Procedure

Explains how NAWO supports respectful behaviour and what to do if concerns arise, including the pathways available for raising and resolving issues.

 [View Policy & Procedure](#)

NAWO Mentoring Program – Terms & Conditions (2026)

Outlines how the mentoring program operates, including timeframes, participation guidelines and how support is provided throughout the program.

 [View Terms & Conditions](#)

What Excellent Mentors Do

The online environment.

The ability to connect and mentor online opens great potential for the NAWO mentoring program.

While some may find a remote mentoring relationship a bit awkward at first, especially if you are used to a more traditional mentorship approach - with time and the right tools, it's easy to make the adjustment!

Here's some advice that can help both mentors and mentees navigate remote mentoring.



Getting off to a great start with the technology!

Agree on the preferred communication method with your mentee(s)

It's important at the very onset of your mentoring partnership to ask your mentor or mentee what they prefer when it comes to both chat and video communication channels; this way, you're not bombarding one another on multiple platforms, which can be maddening! Decide at the beginning of your relationship what tools you'll be using for what purpose. Our advice? We recommend choosing one primary platform (such as Teams, Zoom, or WhatsApp) to keep communications organised.

Consider connectivity and location of session

Try to make sure you have the best possible internet connection, and a quiet professional space to conduct the session. Avoid 'on the run' connections where possible. Talking to someone in their car or in an airport lounge can send the vibe that the session is being squeezed into your day. Conducting the session in a public space that is noisy etc, will be off putting.

Consider if you will need to screenshare, access certain documents in advance.

We encourage the use of screensharing to review documents, and sometimes the use of whiteboards and other creative tools like Mural or Miro can be helpful. Having this setup and ready to go in advance of the session saves time and ensures a nice even flow to your session.

'Breaking the ice' online

A successful relationship first and foremost relies on the development of rapport, and there are some tips to ensuring rapport right from your very first online engagement.

Spend time getting to know a bit about your mentee(s).

Review the information you have been sent about your mentee(s) and consider how to best 'break the ice' in the first session. Make sure you assign the first 5-10 mins of each session to just 'check in' and see how your mentee(s) is travelling.

Icebreakers

Here are some ideas for something a bit different to get the conversation started. Choose 1-2 activities for your first session - you don't need to do them all:



Game	Objective	How to Play
10 Things in Common	Find common interests or experience	Both mentor and mentee list out things about themselves (written or verbal) aiming to find at least 10 things in common. These can range from hobbies, favourite foods, places visited or professional interests.
Two-minute life story	Share personal backgrounds quickly	Each person takes two minutes to share their life story with as much detail as they feel comfortable sharing – but must be done within the two minutes! This will help provide some insights into key experiences that have shaped them.
Dream Dinner Guest	Learn about each other's interests and values.	Each person shares who their dream dinner guest would be and why. This can be anyone from history, a celebrity, a family member, or a fictional character.
First Job Comparison	Share and reflect on early work experiences.	Participants share stories about their first job and what they learned from the experience. This can lead into insights into work ethic, career evolution, and personal growth.
Three wishes exercise	Explore aspirations and goals	Each person shares what they would wish for if they had three wishes. This can be a fun way to learn about each other's deeper wishes and motivations.
Bucket List Sharing	Discuss personal goals and aspirations	Each person shares three things on their bucket list. This can open a conversation about personal ambitions, dreams and the steps needed to achieve them.
'If you could' questions	Spark imagination and learn about preferences	Take turns asking, 'if you could' questions, such as "If you could visit any country, where would you go?" or "If you could learn any skill instantly, what would it be?" This activity is great for understanding each other's desires and curiosities.
Personal Values Discussion	Understand each other's core values.	Each person shares their top three personal values and explains why they hold significance. This can lead to a deep and meaningful conversation about what drives and motivates each person.
Favourite Failure	Share learning experiences from past failures.	Each person talks about a failure they experienced and what they learned from it. This helps normalise failure as part of the learning and growth process and can build trust.
The Best Advice	Share wisdom and learn from each other's experiences.	Each person shares the best piece of advice they've ever received and a story about how it impacted their life. This can provide valuable insights and foster a mentorship culture of learning from others.

Traits of excellent mentors

Although many of us have benefited from the mentoring of others, the prospect of mentoring others can be daunting. Below are some behaviours exhibited by excellent mentors.

Source: *"The Elements of Mentoring"* by W Brad Johnson and Charles R. Ridley.

Be There

Effective mentors are accessible and approachable. They demonstrate commitment to their mentee by making time for them and manifest an attitude of invitation and interest to encourage mentee engagement.

- Reflect upon how you will make yourself accessible to your mentee(s), what boundaries will you set around this?
- Make the mentoring sessions a priority, do your best to not reschedule them.
- Ensure other commitments do not intrude on your dedicated mentoring time.
- Prepare the technology to minimise faults and interruptions.



Unearth Career Goals and Aspirations

Excellent mentors watch and listen carefully to gently unearth the mentee's ideal self and career aspirations.

- Be vigilant for signs of a mentee's ideal self and career dream.
- Listen thoughtfully and affirm what you hear (reflective questioning).

Build Confidence Through Affirmation.

'Imposter Syndrome' is quite common. By providing an affirmation rich environment where mentees can experiment and reframe their thinking, you can have a huge impact on a mentee's self-confidence.

- Consistently affirm your mentee as a person of value.
- Regularly affirm their professional performance.
- Assist your mentee to identify tasks or projects that will slowly increase their exposure to 'hard things or development opportunities – enhancing self-efficacy.
- Gently shed light on unrealistic expectations and find ways to affirm mentees even in the face of short-term failure.

Offer Counsel in Difficult Times

Mentoring is not professional counselling or therapy.

But it is likely your mentee will seek your counsel on a personal or professional concern. Most of these can be clustered into three categories – developing professional competence and career satisfaction, managing professional relationships, and managing the competing demands of one's career and personal life. Skills such as active listening with empathy, clarifying strategies for decision making and assistance in goal setting or course correction may be helpful here.

- Be open to discussing and exploring mentee concerns and difficulties.
- Actively listen, reflect feelings and clarify alternatives.
- Offer unconditional acceptance and validate the mentee's experience.
- Accept your limitations; refer mentees as appropriate.



Important

If you are concerned about a mentee's mental health at any point, please encourage them to seek professional support, perhaps through their workplace EAP as a first step. As a mentor you must exercise discretion regarding the limits of your role. Whilst respecting privacy, it is also important to report any knowledge of self-harm, abuse, or allegations of workplace harassment and bullying to the NAWO team for escalation (contact point for escalation is Louise Weine, NAWO CEO, mobile: 0423120786.)



Nurture Creativity

You have an opportunity to provide a safe space for mentees to come up with innovative approaches to problems and prepare for considered risk taking. Encourage mentees to test creative 'out of the box' ideas with you, so that you may ask questions and provide 'what if' scenarios from your experience. When workshoping these ideas, the trick is to temper idealism with the discipline of reality, and to gently point out any flaws in thinking to guide the mentee away from 'high risk' actions.

- Encourage innovative thinking and creating problem-solving in mentees.
- Provide a safe space to experiment and gain feedback.
- Affirm creative thinking whilst tempering over-ambitious thinking.
- Model innovation and creative excitement – using examples from your own work where appropriate.

Provide Respectful Correction

No-one is perfect. Even the sharpest mentee can benefit from constructive feedback however timing is everything. Early in the relationship, constructive feedback should be preceded by a healthy dose of affirmation and encouragement. As your relationship develops the feedback may not need as much buffering. Behaviours that require correction could include unethical or unprofessional actions, unhealthy work habits (overworking, conflict), or where you can see your mentee potentially walking into a harmful situation. Providing feedback, whilst difficult at times, shows your mentee that you care.

- Address self-defeating, unprofessional, or career inhibiting mentee behaviour.
- Temper with realistic affirmation (especially early in the relationship.)
- Quickly address unethical, unprofessional conduct.
- Recognise that having dialogue about these difficult topics builds trust.

Ask great questions

Effective mentor questioning helps mentees distinguish what they think they know from what they know, moving them to a deeper understanding of what they might need to know. It increases the likelihood of mentees experiencing "ah-ha" moments of insight.

- Clarifying questions might include "Can you help me understand why you say that about yourself? Assuming you could do anything, what would it be? How exactly do you know this to be true? Can you give me a specific example? Are you assuming here? What do you suppose is causing xxx?"
- Challenging questions help confront self-defeating beliefs "Is there a different way to look at this? Is it true that everyone thinks xxx? I wonder if you have considered an alternative possibility. Where is it written that you can't possibly xxx?"
- Questions that focus on complications and consequences might include "What's the worst that could happen? Imagine if you believed x instead of y, what would that mean for you?"

Getting the most from these kinds of questions requires you to ask them in a spirit of humility, collaboration and genuine respect.



Celebrating Difference

We will enter mentorship with mentees of different racial, ethnic, cultural, religious, gender, sexual orientation, neurodiversity, age, life stage, or ability. Honouring and celebrating difference and showing appreciation for you and your mentee's unique whole selves is inclusive and promotes psychological safety.

An effective mentor has the capacity and willingness to see and approach mentees individually, rather than as a representative of a specific group. In essence – honouring and celebrating difference validates the total experience of what it means to be human.

- Look at yourself as a whole person.
- Look at each mentee as a whole person.
- Check your unconscious bias.
- Think of respectful ways to honour and celebrate differences.
- Be a cultural learner – be respectfully curious and find sources of information that can feed your conversations with your mentee (rather than burdening them with educating you).
- Approach your mentee's gender experience with humility and openness – watch your own gender scripts and biases.

[Take the Implicit Bias Test](#)



The interpersonal qualities and attributes shown in this image (above) are key to rapport and building relationships. Whilst it's difficult to authentically activate all these traits perfectly, it can be helpful to reflect upon the traits that you could lean into a little more, and the ones that are strengths to capitalise upon in your mentoring relationship.



Program Onboarding

Program Snapshot

The NAWO Mentoring Program is delivered across two formats:

1. One-on-One Mentoring

A traditional mentor-mentee pairing focused on the mentee's goals, career development and practical challenges.

2. Mentoring Circles

Small groups of up to 3 people - led by a mentor, encouraging shared learning, diverse perspectives and group discussion.

The NAWO Mentoring Program is designed to be flexible, supportive and practical.

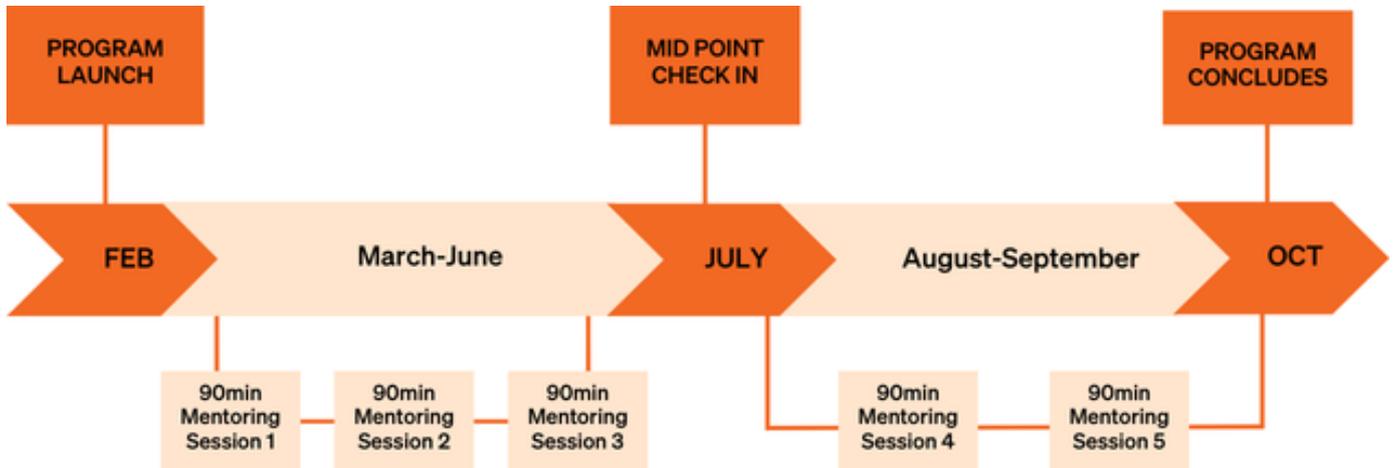
Whether you're mentoring one person or a small group, the structure provides enough guidance to support meaningful conversations while leaving space for relationships and learning to develop naturally.

Format	Either 1:1 Mentoring or Mentoring Circles
Duration	February - October 2026
Structure	<ul style="list-style-type: none">• Mentor Onboarding Session (1 hour)• Program Launch (1 hour)• 5+ Mentoring sessions (up to 90 mins each)• Mid program event• End-of-program reflection
Confidentiality	All conversations remain private and respectful
NAWO Check-Ins	<ul style="list-style-type: none">• Short online Check-In form for completion after every session• Program Session Check Ins• Program Feedback
Support options	NAWO Mentoring Team <ul style="list-style-type: none">• Mentor Buddy• Mentoring Resource Hub



Program Timeframe

- Duration: February to October 2026
- Time commitment: 2-3 hours per month



Onboarding Sessions

Before your mentoring sessions begin, you are encouraged to attend or review the Mentor Onboarding Session and the Program Launch Session. These sessions outline the mentor role, explain how the program will run, and explore what makes an effective mentoring relationship. Recordings and presentation materials will be available on the [Mentoring Resources Hub](#).



Before You Begin

Self-reflection: strengths, experience, your mentoring goals

The first step in preparing for your involvement in mentoring is to be clear about why you want to be a mentor and how you want to contribute. Take a moment to record your personal thoughts to these questions:

Ask yourself:

- Why do I want this mentoring experience?
- What do I hope will be different because of participating in the program?
- What strengths can I contribute?
- What are the opportunities that this experience affords me?
- What are the threats to my involvement and how do I plan to manage these?
- How can I personally and professionally develop from this experience?
- How can I monitor and measure my own progress and development as a mentor?

You might like to model vulnerability with your mentee(s) and share one or two of your thoughts during your first session or just to keep them on hand to check back against as you progress in your mentoring experience over the coming months.

Feedback and Self-Reflection

Asking for feedback from your mentee(s) throughout the program is a great way to learn and progress your own development, alongside your mentee(s)'.

- During the program, check in with yourself regularly, to reflect on the following:
- Am I focusing my energy on building genuine connection and rapport online?
- Am I asking respectful, curious, questions?
- Am I actively listening to my mentee(s)? W.A.I.T - Why Am I Talking?
- Am I staying on track in supporting my mentee(s) with their development goals?

Exploring your Strengths

Becoming a mentor is a great opportunity to reflect on your own strengths and put them into practice, while mentoring. Completing the VIA Character and Strengths Survey can help you explore who you are at your best and how you might help others build on their strengths.

 [Take the free survey](#)



Getting Started

Your Mentoring Match

Once matching is complete, NAWO will introduce you to your mentee (or mentoring circle). Matches are made with care, based on experience, goals, availability and program fit, and may be 1:1 or circle based.

It's normal for this stage to bring a mix of excitement and uncertainty - for mentees and mentors alike. For many mentees, this is their first mentoring experience. It's common for them to feel nervous, unsure what to expect, or experience imposter syndrome. Some mentors may feel the same, particularly if this is your first time mentoring. This is completely normal.

A thoughtful, well-structured start helps build confidence on both sides and sets the tone for a strong mentoring relationship.

Initial Steps for Mentors

1. Review Your Match Information

Once you receive your mentoring match, take a few minutes to review the mentee's background, goals and any information provided by NAWO. This helps you approach the first conversation with context and care.

You can capture what you know about your Mentee(s) in the Mentee Snapshot section of the session planner.

 [Mentor Session Planner \(Circles\)](#)

 [Mentor Session Planner \(1:1\)](#)

2. First connection

Mentees are encouraged to take responsibility for their learning journey and initiate contact once a match is confirmed. However, a simple welcoming response from you can help ease any initial nerves and signal openness, safety and clarity from the outset.

Where possible, agree early on a time and format for your first session and aim to hold your first session within four weeks of the Mentoring Program launch (17 February).

To support this, NAWO provides:

- Introductory email templates to help you connect with confidence
- Conversation prompts such as Icebreakers and Get to Know You questions

These resources are optional, but many mentors find them helpful - especially for the first session.



3. Preparing for the First Session

The first mentoring session is about getting to know one another and establishing a shared foundation. It is not about having all the answers or setting perfect goals from the outset.

Many mentees are new to mentoring and may feel uncertain about what to bring to the first session. You can support them by:

- letting them know the session is exploratory
- encouraging reflection on what they would like to focus on
- reassuring them that there is no “right way” to show up

You may also find the Session Planner helpful in facilitating this conversation and providing light structure for the discussion.

4. Use a Simple Structure for Session One

A light structure helps reduce pressure - especially for first-time mentees and mentors.

We recommend using the Mentoring Agreement as a useful way to:

- Get to know one another
- Agree on how you'll work together
- Discuss confidentiality, boundaries and communication
- Set early goals or areas of focus
- Set a shared rhythm and agree on session times

 [Mentoring Agreement](#)

Tips:

- Where possible, lock in the dates and times for all mentoring sessions at the start of the program.
- Stay across [What's On](#) at NAWO to identify in-person or online events that you and your mentee(s) may benefit from attending together throughout the program

5. Complete the Session One Log / Check-in

At the end of the session, both mentor and mentee are asked to complete the short session log. This helps NAWO support the effectiveness of the program and provides a simple way to flag any support needs early.

 [NAWO Check-In form](#)



Additional Information and Resources



Mentor readiness checklist

It's time to mentor! This final checklist is a guide to support your readiness as a mentor. It is not expected that every box will be ticked. Any gaps simply highlight areas where additional support or resources may be helpful. Refer to the [Mentoring Resources Hub](#) or contact the mentoring team at mentoring@nawo.org.au if you need assistance.

Time & Commitment

- I can commit to participating for the full program duration
- I am available to facilitate the agreed number of mentoring sessions
- I can attend sessions consistently or communicate early if changes are needed
- I understand mentoring requires presence, not perfection

Understanding the Mentor Role

- I understand my role is to guide, not direct
- I am comfortable asking questions rather than providing solutions
- I recognise the mentee owns their decisions and actions
- I am clear on the difference between mentoring, managing and counselling

Values, Conduct & Boundaries

- I have read and agree to uphold the NAWO Code of Conduct
- I am committed to respectful, inclusive and professional behaviour
- I understand confidentiality expectations
- I am comfortable setting and maintaining appropriate boundaries
- I know when and how to refer concerns to NAWO if required

Communication & Relationship Building

- I am prepared to listen actively and without judgement
- I can create a psychologically safe space for open discussion
- I am comfortable sharing my own experiences honestly and constructively
- I am open to learning from my mentee's perspective and experience

Program Structure & Tools

- I understand the program structure and session expectations
- I am willing to use the NAWO suggested session structure or an aligned approach
- I will support the mentee to set goals and track progress
- I am prepared to use NAWO templates and resources where helpful

Reporting & Feedback

- I understand the importance of completing NAWO check-in and feedback forms
- I am comfortable providing honest reflections on progress and outcomes
- I recognise that this information supports program quality and future improvement

Support & Escalation

- I know how to contact the NAWO Mentoring Team if support is needed
- I am comfortable requesting a Mentor Buddy if helpful
- I will raise concerns early rather than letting issues escalate

Final Reflection

- I am ready to contribute my experience in a way that supports growth, inclusion and confidence
- I understand that mentoring is a shared learning journey
- I am aligned with NAWO's purpose to advance gender balance in operations



1:1 Email Templates

Template 1: Mentor Introduction

Hi [Mentee name],

It's great to be matched with you through the NAWO Mentoring Program. I'm looking forward to working together and supporting your development goals over the course of the program.

A little about me:

[Add 1-2 sentences about your role, background or experience]

As a next step, we can organise our first session and discuss what you'd like to focus on and how we can work together. I'll follow up shortly with some time options.

Kind regards,

[Mentor name]

Template 2: First Session Scheduling Message

Hi [Mentee name],

To get us started, would any of the following times work for our first mentoring session?

- [Option 1]
- [Option 2]

Our first online session will focus on getting to know each other, discussing your goals and agreeing on how we'll work together.

If none of this suit, feel free to suggest alternatives.

Thanks,

[Mentor name]

Template 3: Pre-Session Reflection Prompt

Hi [Mentee name],

Ahead of our first session, you might like to think about the following:

- What are you hoping to gain from mentoring this year?
- What challenges or opportunities are most front-of-mind for you?
- What would make this mentoring relationship successful for you?

We'll use these reflections to guide our conversation.

Looking forward to our discussion,

[Mentor name]



Circle Email Templates

Template 1: Circle Introduction Email

Hi [Mentee name],

To get us started, would any of the following times work for our first mentoring session?

[Option 1]

[Option 2]

Our first online session will focus on getting to know each other, discussing your goals and agreeing on how we'll work together.

If none of this suit, feel free to suggest alternatives.

Thanks,

[Mentor name]

Template 2: First Session Scheduling Message

Hi everyone

To get us started, would any of the following times work for our first online mentoring circle session?

[Option 1]

[Option 2]

Our first session will focus on getting to know each other, discussing your goals and agreeing on how we'll work together.

If none of this suit, feel free to suggest alternatives.

Thanks,

[Mentor name]

Template 3: Pre-First Session Reflection Prompt

Hello everyone,

Ahead of our first online mentoring circle session, you might find it helpful to reflect on the following:

- What are you hoping to gain from participating in this mentoring circle?
- What experiences or perspectives would you like to bring to the group?
- What would make this a safe and productive space for you?

We'll use these reflections to shape how we work together.

Looking forward to meeting you all online soon.

[Mentor name]



“Get to know you” questions

Mentors are encouraged to use these questions as prompts rather than a checklist. Choose what feels appropriate for the conversation and allow the discussion to flow naturally.

Professional Background & Context

- Can you tell me a little about your current role and responsibilities?
- What path led you to where you are today?
- What do you enjoy most about working in operations?
- What challenges are you currently navigating in your role?

Goals & Motivation

- What prompted you to apply for the NAWO Mentoring Program?
- What would you most like to get out of this mentoring relationship?
- Are there any specific skills or experiences you'd like to build this year?
- Where do you see yourself heading over the next 12–24 months?

Strengths & Development

- What strengths do you bring to your work?
- What feedback have you received that has stayed with you?
- What areas would you like to develop or feel more confident in?

Ways of Working

- What does good support look like for you?
- How do you prefer to receive feedback?
- What helps you stay motivated and engaged?
- Are there any boundaries or expectations you'd like to set early?

Closing the First Conversation

- What feels most important for us to focus on first?
- How would you like our mentoring sessions to work?
- What would success look like for you at the end of the program?

Good Practice Note for Mentors

Avoid questions that feel intrusive or personal. The aim is to understand professional context and development goals, not to collect personal details. Always follow the mentee's lead and respect boundaries

NAWO online and in-person events

Mentoring is enhanced through connection, shared experience and further development. We encourage mentors and mentees to attend at least two NAWO events each year to broaden networks, gain new perspectives and continue learning together.

NAWO offers a mix of in-person and online events, making it easy to stay connected in a way that suits your schedule and respective locations. The knowledge gained can enhance your mentoring sessions.

National Webinars and Deep Dives

Our webinars focus on topics to inspire action, whether for your career or your organisation's approach to gender balance. Conversations with inspiring people from the NAWO network offer insights into current issues and reflections on the career journeys of senior women in operations.

In Person events and site tours

Our teams design and facilitate in-person events that give members the opportunity to forge meaningful connections across industries and disciplines in operations. Activities include social gatherings, organised walk-and-talks or more formal events. If you are in operations you love a site tour. Our NAWO volunteers work with member companies to organise site tours, often accompanied with a chance to connect.

Career Club sessions

Career Club is our monthly online session designed specifically for women seeking to advance their operational careers. Whether you're looking to refine leadership skills, master networking, or navigate workplace challenges, our sessions provide the insights and strategies you need to thrive.

Get involved!

New events are added every week.

Scan the QR Code to find out what's coming up, or visit nawo.org.au/whats-on



Join NAWO online

Wherever you are, join an upcoming online session to build your skills, connect with others, and help drive gender balance in operations.

Nine Dial Deep Dives

FIRST THURSDAY OF
EACH MONTH

NAWO's Nine Dials for Gender Balance outline the areas we know can 'turn the dial' on gender balance in operations. Each month we'll be exploring a Dial in detail, starting with a Deep Dive session. These online events will focus on what organisations can do to 'turn up' the dial, and how NAWO can support.

Career Club

THIRD THURSDAY OF
EACH MONTH

Career Club is our monthly online session designed specifically for women seeking to advance their operational careers. Whether you're looking to refine leadership skills, master networking, or navigate workplace challenges, our sessions provide the insights and strategies you need to thrive.

National Webinars

FOURTH THURSDAY OF
EACH MONTH

Our webinars focus on topics to inspire action, whether for your career or your organisation's approach to gender balance. Conversations with inspiring people from the NAWO network offer insights into current issues and reflections on the career journeys of senior women in operations.

All sessions start at 12:30PM AEST/AEDT (Melb/Syd time), and run for 30-60 minutes. NAWO Members have access to recordings and summaries of all online events through our Member Portal.

Get involved

Scan the QR Code to see what's coming up and register, or visit nawo.org.au/whats-on

