



NAWO Mentoring Program 2026: Mentor Onboarding Session

Chat log from session on 10 February 2026

Please note: this chat log is provided for accessibility purposes only, for those acting as mentors in the 2026 NAWO Mentoring Program. This log should not be distributed beyond those participants.

- 00:16:06 louiseweine: Hello everyone! So wonderful to see everyone here today.
- 00:16:11 Madeline Cooper (she/her) - NAWO Team: Welcome everyone! I'm Madeline from the NAWO Team and will be in the chat today. I'm joining from Boon Wurrung/Bunurong Country in Naarm/Melbourne today. Great to have you all here!
- 00:17:22 Analisa Malone (she/her) - NAWO Team: Hello everyone, Analisa here - welcome and thanks for being here!
- 00:17:30 Laura: Laura, Yarra Valley Water, dialing in from Wurundjeri Woi Wurrung country
- 00:17:44 Vanessa Crump: Joining from Boorloo (Perth) on Whadjuk Noongar Boodja.
- 00:17:44 Maila.Balce: Hi, I'm Maila from Viva Energy calling in from Geelong, Victoria.
- 00:17:44 Shelley.Woisin:Shelley Woisin, Champion Flour Milling New Zealand, Mt Maunganui
- 00:17:48 Louise Weine (she/her) - NAWO Team: I am joining from Wurundjeri Country today as well. It has been so wonderful to get some rain here over the last two days!
- 00:17:49 AKSour: Hello everyone, Arpinder from Bunnings
- 00:17:51 Liliana Osorio: Liliana osorio - Opal and I am in Melbourne
- 00:17:53 Clair: Hi All, Clair from Lifeblood and dialling in from Bunurong Country.
- 00:17:54 Mia Nguyen: hi everyone, my name is Mia Nguyen. I work at Intellihub, Melbourne office
- 00:17:55 Alessandra: Alessandra Bandeira, Visy, dialing in from Brisbane, Queensland.
- 00:17:59 Marie EL-Ahmor: Marie, Coles - dialling in from Melbourne
- 00:18:02 Jacinta: Jacinta, EnergyAustralia Yallourn, Gunaikurnai
- 00:18:04 Julie : Hi all, Julie Meinberg at Orica Yarwun, Gladstone QLD
- 00:18:04 marie rowden: Marie rowden joining from perth wa
- 00:18:05 Shanice Vishniakov: Hello all!

Shanice Vishniakov, from AusNet Services. Working from Wurundjeri Country

- 00:18:05 Nathali Kumbartzki: Hi everyone! I'm Nathali from CEVA logistics in Melbourne, Victoria.
- 00:18:05 Amanda Tofete: Hello Amanda Tofete from Melbourne - CEVA
- 00:18:06 Daniela Karadimitrios: Daniela Karadimitrios, Linfox. Melbourne Australia
- 00:18:09 Kelly: Kelly, dialling in from Brisbane
- 00:18:09 Coral: Coral from CEVA Logistics, Truganina, VIC
- 00:18:10 Bec Marlor: Hi I am Bec from Bunnings Canberra/ Ngunnawal Country
- 00:18:10 SuzieT:Hello! Suzie from Blackmores, dialling in from Braeside Melbourne
- 00:18:12 Calliope Murphy: Calliope, Wesfarmers Chemicals, Energy and Fertilisers, dialling in from Wurundjeri Country
- 00:18:12 Cheryl:Cheryl Wong, Lactalis - Melbourne, Australia
- 00:18:12 Grace Blawan: Hello everyone, Grace Blawan and dialing in from Melbourne
- 00:18:13 Kiran Mantha: Kiran Mantha, Argon and co calling in from Melbourne
- 00:18:15 Bronwyn Oakes: Bronwyn Oakes - Ceva Logstics - Sydney Australia
- 00:18:16 Aly Kasianova:Hi Everyone, I'm Aly from Phyto Labs, Melbourne
- 00:18:16 Samli Shrestha: Samli Shrestha, Allied Pinnacle, dialling in from Sydney, Australia
- 00:18:17 Shae : Shae Burke, Perth WA Bunnings
- 00:18:18 Mary: Mary, Linfox, Sydney Australia
- 00:18:19 Shiny: Hello everyone, i'm Shiny from Sydney:)
- 00:18:20 Benita Pretorius: Benita from Brisbane Queensland -
- 00:18:20 Ella Colling: Hello I'm Ella Colling from Lineage - Victoria
- 00:18:21 csteyn:Hi Everyone, Carli here dialing in from Deniliquin, NSW.
- 00:18:21 Natasha: Natasha, MaxiPARTS calling in from Melbourne.
- 00:18:22 kmaclann: Kate Maclannan, Orica, Perth WA
- 00:18:23 Natalya Vlachos: Natalya Vlachos, AusNet, Melbourne
- 00:18:23 Suehelen Bone: Hello , Suehelen from Bunnings, Melbourne :)
- 00:18:23 Sara: Sara Stanvi, Unit Attendant at Energy Australia Yallourn, from Gippsland Victoria.
- 00:18:26 Mansi: Hello I am Mansi from CEVA Logistics



00:18:27 Ember Eng: Hi everyone, I'm Ember from Nufarm, Melbourne :)

00:18:32 Clara: Hi everyone! I'm Clara, working at Asahi Beverages, Tullamarine site. I'm based in Melbourne :)

00:18:32 Rangi Ashby: Rangi Ashby, Coca Cola, dialing in from Brisbane, QLD

00:18:32 Mikaela Donohoe: Hello everyone, Miki/Mikaela from Bunnings dialing in from Taree, NSW

00:18:32 Tatiana Alvarez: Hello all, My name is Tatiana Alvarez from Sydney

00:18:33 Adva Riza: Adva Riza, Intellihub. Calling from Melbourne

00:18:34 Lyndley Nicholson: Hi All, Lyndley from Ceva Logistics Brisbane

00:18:35 NadiaPearce: Hi I'm Nadia joining from Kamilaroi land

00:18:36 Laksara A: Hi everyone! I'm Laksara working at Lactalis. Calling in from the Wurundjeri and Bunurong country :)

00:18:36 Tiffany Bulanon: Tiffany from Viva Energy in Geelong

00:18:39 Mahkyla latimore: Hi Mahkyla from Bunnings Port Lincoln

00:18:40 Kirija Nolan: Hi, Kirija. Dialing in from Sydney!

00:18:40 Kimberley Chappel: Hello Kimberley From Linfox - Train Services Manager iN Acacia Ridge in Brisbane.

00:18:41 Charisse L: Hello everyone. I'm Charisse from Yarra Valley Water, zooming in from Boonwurrung country :)

00:18:42 Anne-Marie Aynsley: Hello, Anne-Marie here. based in Victoria, Australia and work for Coles.

00:18:44 sarah.white: Hi, Sarah from the Perth, working in the Pilbara

00:18:44 Lee Nicholls: Hi everyone. I'm Lee Nicholls from Australian Red Cross Lifeblood and I'm joining from the Noongar nation

00:18:45 Lee: Hi everyone, I'm Lee from Ceva logistics in Melbourne Australia

00:18:46 Michelle Warren: Hello, Im Michelle Warren, from Linfox, joining from Western Sydney, Dharug (Darug) Country

00:18:47 eleanor phillips: Good Morning, apologies I have no sound at moment. I will try to leave and re join.

00:18:49 Sherry Li: Hello Everyone, Sherry from Lactalis Australia, dialing in from from Sydne.

00:18:50 Daniela: HI Everyone, Daniela from Wallenius Wilhelmsen - Melbourne

00:18:51 Aparna.Balanarayanan: Aparna, Viva Energy, joining from Wadawurrung Country

00:18:53 Savannah Cuk: Hi my name is Savannah Cuk, Regional Embellishment Manager at Blackwoods. Dialing in from Adelaide, SA.

00:18:53 Sharon Haydarzadah: Sharon Haydarzadah, MilkCo Erskine Park, Sydney NSW

00:18:53 Sarah Betchakjian (Linfox): Hi, Im Sarah Betchakjian working at Linfox. Calling in from Western Sydney

00:18:55 Alix Blanch: Hi Alix bp, dialling in from Perth sitting on Whadjak Noongar Country

00:18:56 ChangYi: Hello, Summer from Ceva logistics Melbourne

00:18:57 smclean: Shana from Orica in Newcastle, NSW!

00:19:00 Justine: G'day all - Justine from AusNet - dialling in from Wurundjeri Country

00:19:00 marnied: Hi Everyone, Marnie Davies, Sanitarium, Darkinjung, Central Coast NSW

00:19:04 Nadine: Nadine Steward from Allied Pinnacle, NSW Australia

00:19:07 Sara O'Dowd: Hi Everyone,
I'm dialing in from Boorloo/Perth

00:19:09 Analisa Malone (she/her) - NAWO Team: What an amazing group!

00:19:11 Rachael Fordyce-Balik: Rachael from Wallenius Wilhelmsen, coming to you from Woiworung land in Melbourne

00:19:14 Jasmin: Good Afternoon everyone, Jasmin from Linfox, dialling in from Sydney :)

00:19:15 Alya Bogatyreva: Hello All, I am Alya Bogatyreva from Opal Fibre, Brisbane QLD

00:19:15 manori.siriwardana: Manori from Melbourne VIC

00:19:16 talvelks: Hi Everyone, Sayali Talvelkar from CBH, Whadjuk country!

00:19:17 Jill Koh: Hello all, Jill from Mondelez International

00:19:18 setiadir: Hi everyone, my name is Irma Setiadi from Allied Pinnacle, Sydney, NSW.

00:19:24 jayd.hobson: Jayd from Opal Packaging Plus - Rocklea QLD / Jagera Country

00:19:31 Michelle Brinkman: Michelle from Coles Perth Whadjuk country

00:19:31 Suehelen Bone: Hello Suehelen Bone from Bunnings, Melbourne :)

00:19:43 Jayne Smith: Morning, Jayne from Orica, based in Kalgoorlie - Boulder, lands of the Wangkatha.

00:19:44 Sharon.I.Thomas: Hi - i am Sharon from Whadjuk Noogar country and currently work at Rio Tinto

00:19:46 Melanie Tull: Hi All - Melanie from Lactalis

00:19:48 Kate Adamson: Hi everyone! Katie From The Australian Red Cross Lifeblood dialing in from Perth - Boorloo on Whadjuk Noongar Boodja.

00:19:53 sarah.white: Sorry forgot to add i work for RioTinto

00:19:54 ola.wicik: Hi all, Ola Wicik from Opal ANZ in Adelaide SA

00:20:03 Jayne Smith: Hi everyone! Katie From The Australian Red Cross Lifeblood dialing in from Perth - Boorloo on Whadjuk Noongar Boodja.

Kaya!

00:20:11 Barbara Sealey: Hi everyone, Barbara from Lactalis joining from Boon Wurrung/Bunurong Country also

00:20:12 Evi Panjaitan: Hello, Evi from Coles, dialing from traditional lands of the Wurundjeri

00:20:14 Rebecca Swain: Rebecca Swain, Orica, Boggabri (Kamilaroi) NSW

00:20:17 alias: Hello! Ashna from Allied Pinnacle Sydney

00:20:32 Kristi Elrick: Hi all, I'm Kristi from South32 on Noongar Boodja, of the Wilman Wardandi people.

00:20:33 Jess Rout: Hi All, Jess here from OPAL ANZ.

Sydney NSW (Gadigal Country)

00:20:41 Cherry Chen: Hi everyone, I'm Cherry from CBH, Dail in from Perth,

00:20:47 Leanne Spokes: Leanne from Viva Energy, Geelong

00:20:52 zeina: Hi everyone. I am Zeina from Tassal joining from Sydney

00:21:09 Carolina Peinado: Carolina from Ausnet in Victoria

00:21:16 Madeline Cooper (she/her) - NAWO Team: Loving all this! Really shows the national reach of the program.

00:22:03 Madeline Cooper (she/her) - NAWO Team: Just a note: we'll be sending out these slides along with the recording later today, so you can refer back to what Liz is covering. If you have questions feel free to drop them here in the chat at any time - I'll answer it straight away if I can, otherwise Liz will get to them at the end of today's session.

00:22:43 Louise Weine (she/her) - NAWO Team: Reacted to "Loving all this! Rea..." with 🎉

00:24:43 Madeline Cooper (she/her) - NAWO Team: So many events happening this year! We've had TEN events alone just this week - if you've been to one in the last few days we hope you enjoyed it.

- 00:25:34 Alessandra: I can't see the shared screen. Is it just me?
- 00:25:52 Laura: I can see ok Alessandra
- 00:25:55 Alessandra: All good now. Thanks
- 00:25:57 Charisse L: How was 1:1 and mentoring circle determined?
- 00:26:19 Madeline Cooper (she/her) - NAWO Team: Here's a direct link to the Resources Hub as well: <https://nawo.org.au/2026-mentoring-resources-hub/>
- 00:27:39 Lee: I'm using my phone for zoom..
- 00:28:05 Michelle Warren: Reacted to "Here's a direct li..." with 👍
- 00:29:35 Madeline Cooper (she/her) - NAWO Team: Replying to "How was 1:1 and ment..."

Our matching is done 'by hand', and takes into account the career level of all mentees and mentors, industry, goals, and job functions. We don't automatically assign some people to 1:1s vs circles, it's all dependent on the makeup of those who've applied to the program (both mentees and mentors) and wanting to make the best matches possible.

- 00:30:04 Madeline Cooper (she/her) - NAWO Team: Replying to "I'm using my phone f..."

@Lee we'll also email out a link to the Resources Hub afterwards, so completely fine if you're not able to access it right now!

- 00:31:44 Andrea.Masocha: Andrea, from PLS in Perth
- 00:33:43 jerilee's S25 Ultra: Jerilee from EPSA Karratha WA
- 00:35:22 Rafa Guadalupe: Rafaela, from Arnotts - Brisbane
- 00:35:57 Louise Weine (she/her) - NAWO Team: Your mentor can support you in how to best approach finding sponsorship within your organisation - so if you are feeling unsure about this - that's totally normal - share that with your mentor and ask for their advice and support.
- 00:37:01 phillipse: Eleanor, from Foxtel Business - Melbourne
- 00:37:08 Tracie: Hi, Tracie from CEVA Logistics, in Melbourne
- 00:37:20 Gerri (she/her): Gerri from Intellihub, Melbourne
- 00:37:58 Louise Weine (she/her) - NAWO Team: Ensure your mentors fully understand your shift schedule if you are a shift worker - mentors totally expect to have to navigate these logistics - and when done well upfront it does not hinder the program.
- 00:38:23 AKSour: Hi - I have not received my Mentor details yet. The last email comms i received indicated that they are still working through the process.

00:39:30 Madeline Cooper (she/her) - NAWO Team: Replying to "Hi - I have not rece..."

Hello - all match emails have gone out except in 1-2 cases. Could you please email mentoring@nawo.org.au and we can follow up? Might be that your email has been caught in spam filters or similar!

00:40:14 AKSour: Reacted to "Hello - all match em..." with 👍

00:40:15 Clair Henneberry: Thanks Elizabeth, How do the session planners work for mentee circles? Do we all send a version to the mentor and they determine the agenda?

00:40:24 Evi Panjaitan: Do we have template for introduction email to Mentor?

00:40:38 AKSour: Replying to "Hi - I have not rece..."

I will check spam, otherwise i will contact via email

00:41:26 Madeline Cooper (she/her) - NAWO Team: Replying to "Hi - I have not rece..."

Great, happy to help if needed!

00:41:42 Jill Koh: Thank you for the onboarding session- useful information. Apologies will have to leave for another meeting.

00:41:48 Ishita Kaur: Thank you so much Elizabeth for this session. It was a good and informative one.

00:41:52 Rafa Guadalupe: For circles, how do we book our sessions. Would the mentor propose the dates and discuss with the mentees?

00:42:19 Tania Couper: Sorry have to drop - Thank you great presentation

00:42:56 marie rowden: i will need to jump off now have some vistors onsite to attend too

00:42:59 Madeline Cooper (she/her) - NAWO Team: Replying to "Do we have template ..."

There's no set template for that email, but in your match email we suggest some info you might like to share with your mentor in your first email.

00:43:07 Clair Henneberry: Thanks!

00:43:16 Alessandra: Thanks for today

00:43:29 Maila.Balce: Thank you for the session Elizabeth, very useful tools. Will need to drop off for another meeting.

00:43:47 Kelly: Thank you, I also have another meeting .

00:44:30 Laura: Also be aware of circles that include people in different time zones (mine does) :)

00:45:12 Daniela: Thank you Liz for the useful info, have to leave now

00:45:13 Madeline Cooper (she/her) - NAWO Team: Replying to "Also be aware of cir..."

The joys of Australia in summer - far too many time zones!

00:45:46 Suehelen Bone: thank you, great session :)

00:45:53 Amanda Tofete: Thank you

00:45:54 Kimberley Chappel: Thank you so much

00:45:58 Barbara Sealey: Thank you, very informative :)

00:45:59 Ally Reeve: Thank you all :)

00:45:59 Ruby Klisser: Thank you!

00:46:02 Justine: Thanks for the information!

00:46:03 Gerri (she/her): Thank you!

00:46:03 manori.siriwardana: Thank you very much Liz

00:46:04 Kate Adamson: Thank you so much!

00:46:05 Anthea Friend:thank you!!

00:46:05 Mia Nguyen: thank you so much

00:46:06 Irma Setiadi: Thank you !

00:46:06 Melanie Tull: thank you

00:46:07 Natalya Vlachos: Thanks for the introduction, very helpful!

00:46:07 Madeline Cooper (she/her) - NAWO Team: Thank you all! Hope to see you at the Program Launch next week, and at one or more NAWO events!: <https://nawo.org.au/whats-on/>

00:46:08 Ember Eng: thank you 😊

00:46:09 Lee: Thank you!!!

00:46:09 SuzieT:thank you :)

00:46:10 Rachael Fordyce-Balik: Thank you

00:46:10 jemily.guo: Thank you

00:46:10 Clara Eliosoff (she/her): thanksss



00:46:11 Vanessa Elliott: Thank you

00:46:11 Kshema Thomas: Thank you , greta work

00:46:11 ChangYi: thank you

00:46:12 Nathali Kumbartzki: thank you