



NAWO Mentoring Program 2026: Mentee Onboarding Session

Transcript of session on 11 February 2026

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

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00:00:17.200 --> 00:00:19.099

Elizabeth Morrow Foley (she/her): Alright, we might kick off.

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00:00:19.580 --> 00:00:36.430

Elizabeth Morrow Foley (she/her): Good afternoon, and welcome to the mentee onboarding session for the 2026 NAWA Mentoring Program. I want to congratulate each of you on becoming a mentee this year. We're very excited to have you, and we hope that it'll be a really rewarding experience for each of you.

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00:00:36.430 --> 00:00:53.190

Elizabeth Morrow Foley (she/her): My name's Liz Morrow-Foley, and I'm the NARWO Mentoring Program Manager. I'm also joined by a number of the NARWO team today who support this program. Their names are likely to also be familiar to you. We have Madeline, who's our Events and Delivery Manager.

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00:00:53.190 --> 00:01:10.670

Elizabeth Morrow Foley (she/her): Sharon, who is our Member Services Manager, our CEO, Louise, and Annalisa Malone, who is my sidekick in running this amazing program. So keep an eye out for Annalisa's name, and call on her and me for support as you embark on this journey.

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00:01:10.750 --> 00:01:28.929

Elizabeth Morrow Foley (she/her): Mentoring's a really important part of the work that we all do here at NARO, to see gender balance valued and achieved in operations environments, and we know it makes a difference to you as individuals and as leaders, as well as to your organisations and your industries.

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00:01:29.340 --> 00:01:42.700

Elizabeth Morrow Foley (she/her): Before we get started, I just want to flag that we are recording today's session, and the recording and slides will be made available to you afterwards, and on our Mentoring Resources Hub, which we will talk to you more about shortly.

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00:01:46.320 --> 00:02:04.480

Elizabeth Morrow Foley (she/her): I would like to start today by acknowledging country. I'm zooming in from the country of the Wurundjeri people of the Kulin Nation, where I live, work, and play, and I pay my respects to Wurundjeri elders past and present, and extend that respect to all elders across our country today.

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00:02:04.480 --> 00:02:09.510

Elizabeth Morrow Foley (she/her): I invite you each to please take a moment to introduce yourselves in the chat.

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00:02:09.680 --> 00:02:21.590

Elizabeth Morrow Foley (she/her): Share your name, your organization, and the country you're zooming in from today. It would be great to get a picture of this amazing mentoring community that we're embarking on with the program.

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00:02:22.440 --> 00:02:36.660

Elizabeth Morrow Foley (she/her): This artwork that you can see on the left was created for Naro by Norell Osborne as a working group member of our Reconciliation Action Plan group. Norell is a Bikinji woman, and Karaka means country.

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00:02:36.660 --> 00:02:49.450

Elizabeth Morrow Foley (she/her): We love this work at NARO. We feel it really speaks to the diversity and interwoven nature of our network. And as you know, this network is cross-business and cross-industry, and that's pretty special, we think.

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00:02:49.680 --> 00:03:07.800

Elizabeth Morrow Foley (she/her): The artwork also symbolises a journey, and we're embarking on a journey today as part of the mentoring program, and the stepping stones symbolise women on that journey. So, welcome to it, we hope it's a fruitful one, and we look forward to getting to know each of you across the program.

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00:03:10.640 --> 00:03:22.620

Elizabeth Morrow Foley (she/her): So, what are we covering today? So, our intent today is to give you a quick overview of the program, to share some resources that will be able to support you as you go about your journey.

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00:03:22.620 --> 00:03:42.340

Elizabeth Morrow Foley (she/her): Some tips to get you started. We're also wanting to focus on how you can set yourself up for success, so we'll share some of the behaviours and tips that we know have helped mentees in the past, and we're going to outline the support, that we can provide you with, and we'll have an opportunity for question and answer time at the end as well.

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00:03:47.450 --> 00:04:02.139



Elizabeth Morrow Foley (she/her): So, the mentoring program is a valued opportunity for mentees and mentors alike. We're super grateful for our network of volunteer mentors who help us deliver the NOA mentoring program year on year.

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00:04:02.140 --> 00:04:07.749

Elizabeth Morrow Foley (she/her): We know it's an opportunity for, you as mentees to build confidence.

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00:04:07.750 --> 00:04:26.360

Elizabeth Morrow Foley (she/her): clarify career goals, expand your network, and thrive in your operational roles. We also know it's a special opportunity for mentors to give back, to grow their inclusive leadership capability, and to stay in touch with some of the rising talent across the industry that each of you work in.

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00:04:26.460 --> 00:04:50.829

Elizabeth Morrow Foley (she/her): I just want to normalise that it's a bit, it's normal to be a bit daunted at the start of any learning and development program and any new networking opportunity, and I want to remind you that your mentor has signed up willingly and volunteered to support, you on, your career growth journey. They are expecting to hear from you, and you don't need to be afraid to reach out or ask

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00:04:50.830 --> 00:05:05.110

Elizabeth Morrow Foley (she/her): questions throughout the partnership. No question is too silly, and we really want the program to support your growth and development, so please harness this opportunity to reach out to your mentor and build a really strong relationship with them.

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00:05:08.510 --> 00:05:19.450

Elizabeth Morrow Foley (she/her): You will have received your mentoring match, which is very exciting, and as part of the program, you will have either been matched into a one-on-one partnership or a mentoring circle.

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00:05:19.450 --> 00:05:28.889

Elizabeth Morrow Foley (she/her): The time commitment across the program for either format is the same. It's a minimum of 5 mentoring sessions of up to 90 minutes each.

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00:05:28.890 --> 00:05:40.230

Elizabeth Morrow Foley (she/her): I want to highlight that both formats are intentional and valuable. One's not better than the other, they simply offer you a different learning experience of a mentoring partnership.

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00:05:40.470 --> 00:06:00.310

Elizabeth Morrow Foley (she/her): The matching has been extensive, and it has been done with care, based on the availability of mentees and mentors within our network, based on your experience, your goals, and overall program fit. So, we've aimed to create the strongest learning outcomes for all involved, and there are benefits to both formats.

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00:06:01.510 --> 00:06:11.819

Elizabeth Morrow Foley (she/her): From a one-on-one perspective, you can expect a focused, personalised mentoring relationship, guidance tailored to your goals, experiences, and development needs.

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00:06:11.820 --> 00:06:22.060

Elizabeth Morrow Foley (she/her): A space to explore more sensitive or complex topics in confidence, and flexibility to go deep on some of your individual challenges or opportunities.

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00:06:22.170 --> 00:06:33.669

Elizabeth Morrow Foley (she/her): From a circle perspective, you can expect that you'll be able to build a strong professional network alongside the mentoring relationship, or in addition to the mentoring relationship.

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00:06:33.670 --> 00:06:47.170

Elizabeth Morrow Foley (she/her): You'll be able to learn from multiple perspectives, so you can expect collaborative problem solving and idea sharing. There's also exposure to a broader range of experiences, industries, and career pathways.

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00:06:47.600 --> 00:07:02.990

Elizabeth Morrow Foley (she/her): Your mentor can support you on individual challenges, but so can your peers, and that's a really exciting opportunity about the circle. And you can also practice and develop some group skills, including listening, speaking up, and giving feedback.

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00:07:08.200 --> 00:07:25.260

Elizabeth Morrow Foley (she/her): So there are 3 key elements of the NAWO Mentoring Program. So when we talk about an average time commitment of 2-3 hours a month for the duration of the program, we're talking about all 3 elements of the program. So the first element that we've just touched on is, of course, the mentoring sessions.

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00:07:25.260 --> 00:07:42.759

Elizabeth Morrow Foley (she/her): 5... a minimum of five sessions across the program, regardless of whether you're in a one-on-one or a circle partnership. And we encourage you to use the session record in your mentee development plan to support you in planning and undertaking these sessions, and we'll touch on that a little bit more in a minute.

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00:07:43.010 --> 00:07:58.399



Elizabeth Morrow Foley (she/her): The second element of the program are the tools and support we provide. So, the first and most obvious one is your mentor, or your mentoring circle. We also have a NARO Mentoring Resources Hub, which we will connect you to, in this session.

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00:07:58.400 --> 00:08:07.389

Elizabeth Morrow Foley (she/her): There will be session check-ins and logs, so these are quick forms that we ask you to fill in post your participation in sessions, so we can

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00:08:07.390 --> 00:08:20.379

Elizabeth Morrow Foley (she/her): Check that you're engaged, check that you're making the most out of your session, and find out if we need to support you in any way. And then, of course, we, the NAWO mentoring team, are on call, so you can reach out to us at any time with questions.

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00:08:20.650 --> 00:08:29.660

Elizabeth Morrow Foley (she/her): The third element of the program are our program and learning events. So, like this one today, our mentee onboarding session, we've had an onboarding session for mentors.

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00:08:29.770 --> 00:08:37.110

Elizabeth Morrow Foley (she/her): Next week, we have our program launch event, where mentors and mentees come together to celebrate the commencement of the program.

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00:08:37.110 --> 00:08:53.420

Elizabeth Morrow Foley (she/her): Midpoint of the program, we undertake an online networking event, which we encourage you to join, and take part in. And at the end of program, we will, have a celebration, of the completion of your, mentoring experience.

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00:08:53.420 --> 00:09:05.149

Elizabeth Morrow Foley (she/her): We also strongly encourage you to attend at least two NAWA member events throughout the year. NAW has an amazing calendar of learning and development events, as well as networking events.

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00:09:05.150 --> 00:09:07.500

Elizabeth Morrow Foley (she/her): Both face-to-face and in person.

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00:09:07.500 --> 00:09:30.650

Elizabeth Morrow Foley (she/her): This program is, of course, an online program, but for those of you who live in places where we may have NAWO committees as well, you will find that there's also some face-to-face events. And we encourage you to be selective about the events you attend, in the sense that we would really love you to align them to your mentoring goals and your learning goals as part of this program.

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00:09:31.090 --> 00:09:42.359

Elizabeth Morrow Foley (she/her): So please check out the calendar, and get involved, either as a circle, a pairing, or one on... or, you know, sorry, individually, in attending.

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00:09:46.140 --> 00:09:57.100

Elizabeth Morrow Foley (she/her): So here's a quick reminder of the program timeline. You can see all three elements of the program spread between, February and November this year.

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00:09:57.210 --> 00:10:06.869

Elizabeth Morrow Foley (she/her): as I mentioned, an average of 2-3 hours a month across all elements. We do strongly encourage you to schedule all your mentoring sessions up front.

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00:10:06.870 --> 00:10:26.870

Elizabeth Morrow Foley (she/her): We know that, mentoring partnerships have far greater success in terms of completing the program and bringing to life, development when sessions are locked in at the beginning. Of course, we know that situations change, but a strong intent and commitment to sessions is really critical.

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00:10:30.990 --> 00:10:54.940

Elizabeth Morrow Foley (she/her): So, we know you are a diverse group of mentees. Many of you are at different stages of career and experience, and when you applied, we asked you to give us an indication of what you would individually like to get out of the program. And these are the types of needs and goals that you shared. As you embark on your mentoring sessions, we encourage you to reflect and refine these goals with your mentor.

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00:10:54.940 --> 00:10:59.040

Elizabeth Morrow Foley (she/her): And we have a number of tools to share with you today to help you get prepared.

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00:11:04.800 --> 00:11:20.900

Elizabeth Morrow Foley (she/her): So, you're welcome to take out your phones now, and scan the QR code, that we have on the left here, and take a look at our 2026 Mentoring Resources Hub. This was also shared in your matching email, so some of you may have already taken a peek.

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00:11:20.900 --> 00:11:29.940

Elizabeth Morrow Foley (she/her): But I really want to draw your attention to a number of things that are particularly relevant for you as a mentee. The first is the mentee guide.

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00:11:29.950 --> 00:11:47.350

Elizabeth Morrow Foley (she/her): Start with that one. We'll go into that a little bit more shortly. The second is the Mentee Development Plan. This is a really important interactive tool for you to use throughout the program. It is shared with your mentor, by you. You don't need to share it, with us.

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00:11:47.350 --> 00:11:53.089

Elizabeth Morrow Foley (she/her): But it's a really good, resource for setting your intentions for the program.

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00:11:53.090 --> 00:11:56.000

Elizabeth Morrow Foley (she/her): And tracking your development and learning activities.

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00:11:56.520 --> 00:12:02.630

Elizabeth Morrow Foley (she/her): The third, resource that I'd like to draw your attention to is the mentoring agreement.

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00:12:02.630 --> 00:12:26.950

Elizabeth Morrow Foley (she/her): This is an agreement that you use in your first session with your mentor to outline the scope of your relationship. So essentially, define your roles, define the intent of your partnership, talk about protocols, agree dates, and agree things like how you communicate between sessions. So this is a really good one to look at ahead of your first session.

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00:12:27.320 --> 00:12:43.710

Elizabeth Morrow Foley (she/her): And then on the Resource Hub, you'll also find a bunch of other resources, including program session recordings, so like the session today, as well as resources for each of those learning or skill areas, that you identified in your mentoring needs and goals.

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00:12:43.710 --> 00:12:55.999

Elizabeth Morrow Foley (she/her): So please take a look, please send us through any resources that you also find helpful. This is going to be a page that continues to evolve, but there's a lot of great stuff there already, so please get started.

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00:13:00.660 --> 00:13:23.420

Elizabeth Morrow Foley (she/her): So, in terms of the way you can embark on this program, the first thing we suggest is that you take a look at the mentee guide in detail. So, the mentee guide includes things like what it means to be a mentee, working with your mentor in terms of the scope and boundaries of your mentor role, as well as initiating contact with your mentor.

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00:13:23.420 --> 00:13:29.120

Elizabeth Morrow Foley (she/her): And how you make the most of attending NAWO member events as part of your development.

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00:13:29.490 --> 00:13:43.110

Elizabeth Morrow Foley (she/her): When you contact your mentor, which is the second thing we ask you to do, some of you have done that already, I've heard on the grapevine, but if you haven't, please make sure you share in your first contact a little bit about yourself.

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00:13:43.110 --> 00:13:54.880

Elizabeth Morrow Foley (she/her): what you're looking to get out of your mentoring partnership, and your contact details, including your most preferred way of being contacted. That may be email, it may be WhatsApp, it's up to you.

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00:13:54.930 --> 00:14:05.300

Elizabeth Morrow Foley (she/her): And we encourage you to agree the date of your first mentoring session within 4 weeks of the program launch, which we're having next Tuesday on the 17th of February.

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00:14:06.280 --> 00:14:22.670

Elizabeth Morrow Foley (she/her): We also ask that you share your development plan with your mentor at least a week ahead of your first mentoring session. This enables them to get really familiar with who you are, what you're about, and what you're wanting to achieve, so that session one, is a really impactful,

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00:14:23.420 --> 00:14:25.369

Elizabeth Morrow Foley (she/her): Moment for both of you.

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00:14:26.330 --> 00:14:50.830

Elizabeth Morrow Foley (she/her): And then in terms of preparing for Session 1, you don't need to, go into any great detail with the mentoring agreement, or the session record, but we do strongly invite you to take a look at both of those documents ahead of the session, so that you are prepared for the conversation, and you know how to use them going in. The session record sits at the back of your development plan. It's an optional tool.

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00:14:50.830 --> 00:14:52.420

Elizabeth Morrow Foley (she/her): for you to use.

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00:14:52.420 --> 00:15:03.929

Elizabeth Morrow Foley (she/her): We feel that it will really progress your, your learning and reflection as part of the sessions, but it is for your own personal use, whereas the development plan, we ask you to share with your mentor.

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00:15:09.890 --> 00:15:33.479

Elizabeth Morrow Foley (she/her): So I've touched on some of this already, but a quick reminder that going into Session 1, make sure it's taken... it takes place within four weeks of February 17. Make sure you cover your mentoring agreement, and be really clear about what boundaries you have in terms of the mentoring relationship. It's a real... it is a consensual relationship, it's really important to set out

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00:15:33.480 --> 00:15:39.799

Elizabeth Morrow Foley (she/her): your intent and what things you're comfortable to talk about, and what things you're not comfortable to talk about, that's okay too.

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00:15:39.800 --> 00:15:50.830

Elizabeth Morrow Foley (she/her): Make sure you touch on your development plan. In Session 1, you'll also explore session topics. So, particularly if you're in a circle, you may have a mixture of goals and needs.

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00:15:50.830 --> 00:16:02.589

Elizabeth Morrow Foley (she/her): And that'll be a really good opportunity for you to bounce ideas off each other about what's a priority and what's a second priority, for example, and plan sessions where you can focus on some things, or delay others.

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00:16:03.270 --> 00:16:08.339

Elizabeth Morrow Foley (she/her): We want you to walk out of Session 1 with your dates and times for your sessions.

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00:16:08.390 --> 00:16:31.019

Elizabeth Morrow Foley (she/her): There's also an option for rotating the facilitation of each session, each session if you're in a circle. That's to be agreed with your mentor. Absolutely no pressure to do that, but if you would like to use the mentoring sessions as an opportunity to

step up and lead a meeting, for example, you can ask for that as one of your development activities.

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00:16:31.090 --> 00:16:40.209

Elizabeth Morrow Foley (she/her): And then post-session one, it's really important to complete the session log, it literally takes a couple of minutes and gives us some feedback on how the session went and how you're tracking.

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00:16:45.160 --> 00:16:54.120

Elizabeth Morrow Foley (she/her): Sessions 2 to 5 are, of course, where momentum really builds, and we start to see you, achieving progress against your goals.

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00:16:54.120 --> 00:17:13.130

Elizabeth Morrow Foley (she/her): You can expect that these sessions include some social time where you continue to build rapport and network with your mentor or your mentoring circle, but we also see that it's an opportunity to build on your previous sessions, so reflect on progress and learnings, explore any new challenges, or opportunities.

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00:17:13.130 --> 00:17:25.200

Elizabeth Morrow Foley (she/her): Discuss those pre-agreed, skill or learning areas that you wanted to focus on in each session, and then agree your subsequent development activities and next steps.

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00:17:30.750 --> 00:17:55.380

Elizabeth Morrow Foley (she/her): In terms of setting you up for success, there's a few things that we ask you to keep in mind in terms of how you show up as a participant of the program. It is a value development opportunity, and the program does rely on the time and generosity of mentors, and we really ask you to consider how you build a relationship with them, and how you show respect to their time.

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00:17:55.910 --> 00:18:20.119

Elizabeth Morrow Foley (she/her): So, the first thing we encourage you to keep in mind is that this is... being part of this program is a reflection of your professional brand. So, how you show up, and whether you show up, reflects, on your, your brand in general, as well as your ability to, build future cross-business and cross-industry relationships. So really be thoughtful about that.

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00:18:20.280 --> 00:18:37.609

Elizabeth Morrow Foley (she/her): We also ask that you, just show some common courtesy. So if your schedule has to change, please give as much notice as possible. Shows respect to not only your mentor, but if you're in a circle, your fellow mentees. So please give notice and reschedule as soon as you can.

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00:18:37.670 --> 00:18:45.270

Elizabeth Morrow Foley (she/her): We ask that you take the lead in your partnership. So, your mentor is expecting you to be the one that initiates contact.

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00:18:45.270 --> 00:18:58.939

Elizabeth Morrow Foley (she/her): We ask you to proactively share your development plan, don't wait for them to chase you, and we want you to take accountability for the actions that you agree to take to facilitate your development between sessions.

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00:18:59.490 --> 00:19:00.760

Elizabeth Morrow Foley (she/her): And finally.

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00:19:00.760 --> 00:19:24.689

Elizabeth Morrow Foley (she/her): We really encourage that you set up some career sponsorship in your organization. So, by that I mean that you identify one or more senior

people or advocates in your organization that will, showcase your career progress over time. So, these are the people that, when you're not in the room, will be advocates for you and your career growth.

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00:19:24.900 --> 00:19:35.060

Elizabeth Morrow Foley (she/her): There's a part of the development plan where we suggest at the end of the program that you facilitate a session with your sponsors, with or without your mentor and mentoring circle.

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00:19:35.060 --> 00:19:59.970

Elizabeth Morrow Foley (she/her): Where you talk about what you've gained on the mentoring program, and talk about where you are at your career at that point, and what you would like to do next, so that those people are actively advocating for you, in your organization and beyond, when you're not in the room. So keep that in mind from the beginning of the program. It's really important to be thoughtful about that. And of course, it's even better if you can connect with sponsors at the beginning of the program.

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00:19:59.970 --> 00:20:03.069

Elizabeth Morrow Foley (she/her): And start to have these conversations up front as well.

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00:20:06.370 --> 00:20:30.580

Elizabeth Morrow Foley (she/her): Also, in terms of setting yourself up for success, there's some really practical things that we invite you to consider, and typically it's best if you have the support of your manager or your organization, in doing this. I understand that some of you come from cohorts, where your organization is putting through a bunch of mentees, to support your development.

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00:20:30.620 --> 00:20:41.409

Elizabeth Morrow Foley (she/her): For others of you, you may be doing this as an individual and outside the scope of your current role, and that's fine too. But where you are in an organization and your manager has,

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00:20:41.420 --> 00:21:06.100

Elizabeth Morrow Foley (she/her): endorsed your participation, we really, suggest that you get them on board in regard to a few things. So the first thing is around planning. It can... for some of you who are in factory environments, even things like finding a quiet space and having the tech available to participate can be a challenge. Please be thoughtful about that up front, and speak to your organization to ensure that you have the time

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00:21:06.100 --> 00:21:09.079

Elizabeth Morrow Foley (she/her): support and tech, to make that happen.

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00:21:09.560 --> 00:21:15.820

Elizabeth Morrow Foley (she/her): Also, have a think up front about what's realistic in terms of timing and scheduling of your mentoring sessions.

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00:21:15.820 --> 00:21:39.559

Elizabeth Morrow Foley (she/her): So, the relationship and the way it plays out can be very flexible. It's very much between you and your mentor, or you and your mentoring circle. So you can work around shift work if needed, you can work... you can plan your sessions at lunchtime, you can plan your sessions after work, it's really by agreement. So please have a think up front about what would work for you, and also take

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00:21:39.560 --> 00:21:43.490

Elizabeth Morrow Foley (she/her): Take into account things like whether you have a holiday planned,

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00:21:43.570 --> 00:21:51.990

Elizabeth Morrow Foley (she/her): or other leave requirements throughout, the program, so that you're planning ahead, for scheduling before Session 1.

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00:21:52.440 --> 00:22:01.780

Elizabeth Morrow Foley (she/her): We really would encourage, preparation between sessions, so your mentor may share resources. Excuse me.

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00:22:02.250 --> 00:22:12.069

Elizabeth Morrow Foley (she/her): And we ask you to make sure that you read them, watch them, listen to them. There's a bunch on the Mentoring Resources Hub that you can access yourself, so be proactive in that space.

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00:22:12.430 --> 00:22:25.880

Elizabeth Morrow Foley (she/her): And then we ask you to focus on your attendance, your engagement, and your development outcomes on an ongoing basis throughout the program. These are the things that will really make sure you get the most out of being a mentee this year.

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00:22:31.100 --> 00:22:45.649

Elizabeth Morrow Foley (she/her): So, we are here to support you throughout the program, and we really encourage you to reach out whenever you need. So, as I've highlighted, you can access the resourcing Hub, you can lean on your mentor or circle for support.

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00:22:45.650 --> 00:22:52.310

Elizabeth Morrow Foley (she/her): There are surveys and check-ins where you can flag any issues or challenges with us that you need us to be aware of.

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00:22:52.310 --> 00:23:09.439

Elizabeth Morrow Foley (she/her): And then there's our email address at mentoring at narwho.org.au. We do ask you to keep in mind that there are boundaries to the support that mentors can provide. They are not there to provide legal, medical, psychological, financial advice.

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00:23:09.440 --> 00:23:19.389

Elizabeth Morrow Foley (she/her): So please be thoughtful about that. We do strongly encourage you to continue to lean on your employee assistance program at your work, if you have one available.

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00:23:19.390 --> 00:23:33.619

Elizabeth Morrow Foley (she/her): or any, outside of work personal supports that you may have, or HR within your organization. But your mentor is a sounding board, for guidance and other professional support where appropriate in the workplace.

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00:23:34.800 --> 00:23:52.669

Elizabeth Morrow Foley (she/her): Please also just let us know if contact details change throughout the program. Sometimes it can be as simple as an email address changing, or an organization changing, and a mentee or mentor relationship can fall out of whack, so please let us and your mentor know as soon as possible.

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00:23:56.910 --> 00:24:16.100

Elizabeth Morrow Foley (she/her): So, in terms of next steps, first thing you do, if you haven't already, please send an intro email to your mentor ASAP. They're expecting to hear from you. We invite you to attend the program launch session next week, on the 17th of February, with all our mentors and mentees from this year's program.

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00:24:16.100 --> 00:24:25.419

Elizabeth Morrow Foley (she/her): We encourage you to agree on a session date as soon as possible for Session 1, and try to make it take place within a month of Feb 17.

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00:24:25.690 --> 00:24:36.319

Elizabeth Morrow Foley (she/her): Before that session, please complete your development plan and share it with your mentor at least a week ahead, so they can prepare as well. And then start on your mentoring sessions.

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00:24:39.310 --> 00:24:54.020

Elizabeth Morrow Foley (she/her): We now have some time for Q&A. You're welcome to raise your hand. Madeline is, monitoring the screen and the chat, or you're also welcome to pop a question in the chat.

106

00:24:54.270 --> 00:24:56.130

Elizabeth Morrow Foley (she/her): And let us know!

107

00:25:06.230 --> 00:25:16.170

Elizabeth Morrow Foley (she/her): If you have any questions that you'd prefer to ask offline as well, please use our email address at mentoring at narwho.org.au.

108

00:25:19.600 --> 00:25:24.470

Elizabeth Morrow Foley (she/her): How do the session planners... I see one come up from Claire. How do the session planners work?

109

00:25:24.470 --> 00:25:38.840

Madeline Cooper (she/her) - NAWO Team: Sorry, Madeline, do you mind reading those to me? I can indeed. So, question from Claire. How do the session planners work for mentee

circles? Do we all send a version to the mentor and they determine the agenda? It's a very good question.

110

00:25:38.840 --> 00:26:03.829

Elizabeth Morrow Foley (she/her): It's a great question. So, it's a good opportunity to distinguish between two tools that are on the mentoring hub. So, you'll see that there's a session planner for circles and a session planner for one-on-ones. The session planners are actually for your mentors. You don't need to look at the session planner yourself. It's an interactive tool for your mentor to use to help prepare and facilitate the mentoring session.

111

00:26:03.830 --> 00:26:21.949

Elizabeth Morrow Foley (she/her): Much like the mentee development plan is an interactive tool for you as a mentee to use, as part of your, planning and sessions. So in the development plan document for mentees, you'll find the development plan section up front, and then your session record at the back.

112

00:26:21.950 --> 00:26:46.859

Elizabeth Morrow Foley (she/her): The session record is a reflection tool, so whether you're in a one-on-one or a circle, you use that session record to capture your insights, your ideas, your feedback from your mentor or your mentoring circle, your actions, and it's simply for you. You don't even have to share the session record piece with your mentor. It's actually like a diary or journal, almost, for you to track

113

00:26:46.860 --> 00:26:49.080

Elizabeth Morrow Foley (she/her): Pack your own progress as you go.

114

00:26:49.320 --> 00:26:56.889

Elizabeth Morrow Foley (she/her): But it does sit at the back of the development plan, and the development plan, the piece at the front, is what you share with your mentor at the front of the program.

115

00:26:58.140 --> 00:27:00.450

Elizabeth Morrow Foley (she/her): yell out, Claire, if,

116

00:27:00.580 --> 00:27:05.579

Elizabeth Morrow Foley (she/her): that's not clear enough. Sorry, I'm struggling to keep up with the chat. Madeline.

117

00:27:05.580 --> 00:27:06.819

Madeline Cooper (she/her) - NAWO Team: Express standards.

118

00:27:06.820 --> 00:27:20.859

Clair Henneberry: It is clear, sorry. With the development plans, have you seen whether or not circles benefit more from sharing those with each other, or are those typically withheld from the circle and not shared?

119

00:27:21.550 --> 00:27:30.889

Elizabeth Morrow Foley (she/her): It's entirely up to you. So, and I think this is a really good point for... so, in the, initial session.

120

00:27:30.890 --> 00:27:45.950

Elizabeth Morrow Foley (she/her): Obviously, if you're in a circle, you'll be, through conversation, sharing your goals and sharing your needs. That's part of the facilitation of Session 1. There's no requirement for you to share your physical development plan with your other mentees.

121

00:27:45.950 --> 00:28:05.210

Elizabeth Morrow Foley (she/her): And if you were comfortable to do that, and you all agreed on that as part of your mentoring agreement, you're welcome to do that, but there's no expectation for you to, see versions of your other fellow mentees' development plans. It's simply shared through conversation, unless you agree otherwise.

122

00:28:07.660 --> 00:28:24.159

Elizabeth Morrow Foley (she/her): Your mentor, of course, will see, have visibility of everyone's. So the mentor in the circle, the mentor will very much play that role of understanding the differences and similarities in development, and catering for everyone's needs in that situation.

123

00:28:26.120 --> 00:28:35.210

Madeline Cooper (she/her) - NAWO Team: Next question is... we've got a question from Rafa. For circles, how do we book our sessions? Would the mentor propose the dates and discuss with the mentees?

124

00:28:35.800 --> 00:28:55.300

Elizabeth Morrow Foley (she/her): You've all been, given the contact details for everyone in your circle, so the mentor has the ability to contact all of you collectively, and you each actually have the ability to contact everyone collectively. We... there are a few logistics up front in terms of coordinating times.

125

00:28:55.300 --> 00:29:00.660

Elizabeth Morrow Foley (she/her): Some mentor circles achieve an agreement via email.

126

00:29:00.750 --> 00:29:19.549

Elizabeth Morrow Foley (she/her): that may be your preference, it may not be your preference. Others wait for Session 1 and have a discussion then about individual needs for times, schedules, etc. So it's really up to you. If you have a preference for either one, you're more than welcome to share that with your mentor or mentoring circle, and either

127

00:29:19.570 --> 00:29:26.509

Elizabeth Morrow Foley (she/her): Start the conversation via email, or leave it to Session 1 and have a verbal conversation in your online session.

128

00:29:33.040 --> 00:29:37.499

Elizabeth Morrow Foley (she/her): Yes, Laura, I see that, mentoring circles...

129

00:29:37.740 --> 00:30:00.479

Elizabeth Morrow Foley (she/her): often, not always, do, include people in different time zones, so we have participants... we have some international participants this year, actually, but, we also have participants where some are in Queensland, some are in New South Wales, some are in Perth. Where possible, we've tried to reduce too many time zones in a circle.

130

00:30:00.480 --> 00:30:21.820

Elizabeth Morrow Foley (she/her): But sometimes, if the match actually made sense, you will notice that there are a couple of time zone differences, so just keep that in mind. You know, there may be an hour difference, there may be a two-hour difference. That's... that conversation may be best to have in person, in a more robust discussion about what works, versus over email, but it's entirely up to you.

131

00:30:28.770 --> 00:30:31.500

Elizabeth Morrow Foley (she/her): Any others, Madeline, that you can see?

132



00:30:32.140 --> 00:30:34.929

Madeline Cooper (she/her) - NAWO Team: I think that's all of the questions.

133

00:30:37.360 --> 00:30:59.590

Elizabeth Morrow Foley (she/her): Okay, thank you everyone for attending today. We look forward to continuing the conversation next week in the program launch, with all our mentors present as well. If you haven't had a chance to ask a question, today, feel free to reach out, mentoring at narwho.org.au. Thanks for all the love.

134

00:30:59.630 --> 00:31:04.679

Elizabeth Morrow Foley (she/her): And, I look forward to getting to know you across the program. Thanks, everybody.