



# NAWO Mentoring Program 2026: Mentor Onboarding Session

**Transcript of session on 10 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.*

00:00:00.000 --> 00:00:14.520

Elizabeth Morrow Foley (she/her): Hi everyone, and welcome to the mentor onboarding session for the 2026 Mentoring Program. It's really, lovely to see so many faces, and we're excited to have such a large cohort of mentors this year.

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00:00:14.570 --> 00:00:37.599

Elizabeth Morrow Foley (she/her): new and reoccurring mentors, so welcome to today. My name's Liz Morifoli, and I'm the NAWO Mentoring Program Manager. I'm also joined by a number of the NAWO team who support the program. Their names might be familiar to you too, including Madeline, who is our Events and Delivery Manager, Sharon, who is our Member Services Manager, our CEO, Lou.

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00:00:37.600 --> 00:00:45.389

Elizabeth Morrow Foley (she/her): and Annalisa Malone, who you will see a lot of over the next 12 months, supporting our mentoring program with me.

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00:00:45.460 --> 00:01:02.480

Elizabeth Morrow Foley (she/her): So mentoring's a really important part of the work we do at NAWO to see gender balance valued and achieved in operations environments, and we're really, encouraged by having so many of you volunteering your time as mentors. We are recording today's session.

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00:01:02.480 --> 00:01:08.860

Elizabeth Morrow Foley (she/her): And the recording and the slides will be made available to you and anyone who couldn't make today, post-session.

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00:01:11.040 --> 00:01:31.399

Elizabeth Morrow Foley (she/her): I'd like to start by acknowledging country. I'm zooming in today on the country of the Wurundjeri people of the Kulin Nation, where I live, work, and play, and I pay my respects to all elders, past and present. I invite you to please take a moment to introduce yourselves in the chat.

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00:01:31.400 --> 00:01:40.470

Elizabeth Morrow Foley (she/her): It would be great to see your names and where you work, and also to share the country that you are Zooming in from today.

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00:01:40.470 --> 00:02:05.359

Elizabeth Morrow Foley (she/her): The artwork on the left that you can see here was created for NAWO by Norell Osborne, who's a working group member of our Reconciliation Action Plan group. Narell is a Purkinje woman, and sorry, Karaka means country. So we love this artwork at NAWO, as we feel it really speaks to the diversity and interwoven nature

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00:02:05.360 --> 00:02:29.159

Elizabeth Morrow Foley (she/her): nature of our network, a network which, as you know, is cross-business and cross, industry, and really fosters connection. We also see the artwork as symbolising the journey that we're all on, and in this case, as part of the mentoring program, and the stepping stones symbolise women in the artwork. So it's a really significant piece, and we love to reflect on this at the start of all our sessions.

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00:02:33.340 --> 00:02:57.840

Elizabeth Morrow Foley (she/her): So the purpose of today is to spend a little bit of time with our mentor cohort up front to support and equip you to partake in the NARWO mentoring program. So whether you're a new or returning mentor, today is really a guide to get you

started. We're introducing some new mentoring resources, and for those of you who are experienced on the program, you're welcome to use these alongside your

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00:02:57.840 --> 00:03:01.609

Elizabeth Morrow Foley (she/her): Previous resources for one-on-one or circle partnerships.

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00:03:01.610 --> 00:03:26.520

Elizabeth Morrow Foley (she/her): We have created a nice hub for you of resources, which we'll show you shortly, and it's really up to you to dip in and dip out as needed to get the support you need on the program. You're very experienced, people, we trust that you, have some experience in mentoring, or at least in team leadership to date, and obviously we want you to lean on that as well. But we're excited to share with you

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00:03:26.520 --> 00:03:29.010

Elizabeth Morrow Foley (she/her): some tools that we hope will support you.

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00:03:30.430 --> 00:03:48.170

Elizabeth Morrow Foley (she/her): So, in terms of what we're covering today, we'll do a quick overview of the program to give you a refresh. We're going to touch on some of the qualities and behaviours that we ask of you as NARWO mentors. We're going to run through the resources that are on hand to support you as needed.

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00:03:48.170 --> 00:04:02.110

Elizabeth Morrow Foley (she/her): Some tips for getting started, noting the fact that we actually asked mentees to initiate contact with you, to get the program started, so some of you may have already received email contact from your mentees the past few days.

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00:04:02.110 --> 00:04:08.769



Elizabeth Morrow Foley (she/her): And we're asking them to do that ideally between now and our program launch, which is Tuesday next week.

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00:04:08.900 --> 00:04:16.220

Elizabeth Morrow Foley (she/her): We're also going to run through your next steps, and the support we can give you, and answer any questions as well.

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00:04:21.490 --> 00:04:41.839

Elizabeth Morrow Foley (she/her): So, the mentoring program, is a valued opportunity for all. We're very grateful for you as our mentors, in helping us deliver the program year on year, and we hope the program is mutually beneficial for you and your mentees alike. We know it's a great opportunity for mentees to do things like build confidence.

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00:04:41.840 --> 00:05:02.489

Elizabeth Morrow Foley (she/her): clarify career goals, expand networks, etc. But we also see it as a really great opportunity for you as a leader to give back, to grow your own inclusive leadership, and to gain some fresh perspectives of the talent that's out there at the moment, and what they're thinking, and what they're needing to support themselves and grow.

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00:05:06.310 --> 00:05:18.070

Elizabeth Morrow Foley (she/her): There are two formats, to the mentoring program that we offer. So, as part of the program, you will have either been matched in a one-on-one mentoring partnership or a mentoring circle.

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00:05:18.070 --> 00:05:29.800

Elizabeth Morrow Foley (she/her): Both formats are valuable and intentional. One's not better than the other. They simply offer different learning experiences and different mentoring experiences in some sense for you as well.

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00:05:29.800 --> 00:05:47.870

Elizabeth Morrow Foley (she/her): The matching has been done, with a lot of care. There's literally hundreds of people that we've been looking through, and it's been based on mentor and mentee availability within the network, obviously, as well as things like your experience, your goals, the overall program fit.

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00:05:47.870 --> 00:05:53.250

Elizabeth Morrow Foley (she/her): And some of the learning outcomes we're really hoping for, those involved.

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00:05:53.650 --> 00:06:13.089

Elizabeth Morrow Foley (she/her): There are benefits, to both elements of the program. So, from a one-on-one perspective, you'll notice that mentees are more likely to get a very focused, personalised mentoring relationship. It allows you to give guidance that's kind of highly specific and tailored to their individual goals and development needs.

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00:06:13.090 --> 00:06:23.780

Elizabeth Morrow Foley (she/her): It also creates more space to explore sensitive or complex topics, and a bit more flexibility in terms of what... how you use each session.

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00:06:23.780 --> 00:06:37.629

Elizabeth Morrow Foley (she/her): The mentoring circles, on the other hand, offer some amazing benefits, too. So, they offer an opportunity to build, a network that is broader than simply the mentoring relationship.

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00:06:37.820 --> 00:06:59.550

Elizabeth Morrow Foley (she/her): It also offers the opportunity to learn from multiple perspectives, so some of you will notice that there's actually an incredible amount of

knowledge in the mentees in your circle, and in some ways, that takes the pressure off you as mentors as well, to be able to draw out, the knowledge that exists within the circle and partake in some collaborative problem solving and sharing of ideas.

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00:07:00.670 --> 00:07:08.799

Elizabeth Morrow Foley (she/her): The benefit of the circle also is that broader range of experiences and, knowledge from different industries and pathways.

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00:07:08.800 --> 00:07:27.069

Elizabeth Morrow Foley (she/her): And that collective sense of support, that can be provided by peers as well. And we also see it as a really good opportunity to practice some group or team skills. So, often circle mentors will use the circles as an opportunity for people to practice presenting or facilitating certain circles.

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00:07:27.070 --> 00:07:31.609

Elizabeth Morrow Foley (she/her): Which is a unique and different offering, compared to the one-on-ones.

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00:07:35.930 --> 00:08:00.919

Elizabeth Morrow Foley (she/her): There are 3 key elements to the overall program. So, the first and most obvious are the mentoring sessions. So, you'd remember, when you, signed up to the program, that we asked for a minimum of 5 mentoring sessions of up to 90 minutes each, and this is whether you are a circle mentor or a one-on-one mentor. And these mentoring sessions are supported by a session planner, which is new

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00:08:00.920 --> 00:08:05.459

Elizabeth Morrow Foley (she/her): this year. There's a session planner for 101s, and there's a session planner for circles.

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00:08:05.460 --> 00:08:24.180

Elizabeth Morrow Foley (she/her): And the session planner is a live document for mentors that includes draft session agendas for your use at each step. You don't need to share that, document with us, you don't need to share it with your mentees. It's really a preparation document for you, at the start of the program and throughout the program per session.

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00:08:24.260 --> 00:08:38.830

Elizabeth Morrow Foley (she/her): The second element of the program is the suite of tools and support we have. So, we'll touch on the NAWO Resources Hub shortly. This has been reinvigorated this year with a number of other, tools, including the Session Planner.

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00:08:38.830 --> 00:08:52.670

Elizabeth Morrow Foley (she/her): As well as some, resources that help you foster, learning around the key skills and learning priorities that your mentees may have, identified that they were, after.

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00:08:53.370 --> 00:09:13.109

Elizabeth Morrow Foley (she/her): There are also session check-ins and logs, so after each of your mentoring sessions, we ask you to complete a quick, not even 5-minute, summary of the session, so that we can understand how you're tracking, how your, relationship is tracking, and whether you need support from us, as you go along.

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00:09:13.330 --> 00:09:34.060

Elizabeth Morrow Foley (she/her): We, as the NAWO Mentoring Team, are obviously here to support you at any point. Don't hesitate to reach out. The earlier you ask, often the better, particularly if you're having challenges in terms of getting in touch with a mentee. Sometimes it can be as simple as a wrong email address or phone number, so please let us know if you're having challenges in that way.

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00:09:34.060 --> 00:09:54.199

Elizabeth Morrow Foley (she/her): And for those of you who are new to mentoring, and feel like, you might need some support, either up front or at any time during the program, please yell out, we have some experienced mentors who would be very happy to have a phone chat with you, or a coffee, and give you some budding mentoring advice as well.

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00:09:54.230 --> 00:10:01.400

Elizabeth Morrow Foley (she/her): And then the final element of the program are the program and learning events, such as this one today. So we're having mentor and mentee onboarding this week.

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00:10:01.400 --> 00:10:26.279

Elizabeth Morrow Foley (she/her): the program launch event next week. You'll look out for a midpoint networking, opportunity online in July, and an end of program event later in the year. We also strongly encourage you and your mentees to attend two or more NARWO member events, each year. There's information on these events, on our website. We have also included information in your mentor guide.

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00:10:26.350 --> 00:10:40.060

Elizabeth Morrow Foley (she/her): Please check them out, and be purposeful in selecting which ones you and your mentees attend. They can be a really great opportunity not only to grow your network, but also extend your knowledge in specific content areas as well.

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00:10:45.480 --> 00:11:09.060

Elizabeth Morrow Foley (she/her): So, a quick refresher of the program timeline, reminding you that all elements of the program are designed to be online. If you have been matched with a mentee, who's local to you, of course you're welcome to connect with them in person as appropriate for both of you. But we really encourage, particularly with circles, to make sure that you are

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00:11:09.060 --> 00:11:15.569

Elizabeth Morrow Foley (she/her): Inclusive of all mentees, and having your 5 mentoring sessions scheduled up front.

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00:11:15.570 --> 00:11:19.329

Elizabeth Morrow Foley (she/her): At the start of the program, and,

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00:11:20.160 --> 00:11:32.189

Elizabeth Morrow Foley (she/her): preferably not rescheduled. One tip we would, give you is that those mentors that spend time up front locking in sessions, obviously taking into account things like time zones.

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00:11:32.190 --> 00:11:52.730

Elizabeth Morrow Foley (she/her): work commitments leave, have a far greater success rate of being able to follow through on the whole program. And in your first mentoring session, which we'll get to in a second, we ask you to craft a mentoring agreement where you talk about things like, if a session has to change, how much notice do we give? Some basic courtesies so that,

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00:11:52.730 --> 00:11:56.460

Elizabeth Morrow Foley (she/her): You all are considered, in the way the program runs.

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00:12:02.410 --> 00:12:14.209

Elizabeth Morrow Foley (she/her): So there's some qualities and behaviours that, we'd really like to touch on quickly to ask of you in terms of how you approach your mentoring, this year.

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00:12:14.210 --> 00:12:25.200

Elizabeth Morrow Foley (she/her): We've... in the mentor guide, you'll notice that, we've taken an excerpt from Johnson and Ridley, The Elements of Mentoring, where they describe the traits of excellent mentors.

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00:12:25.200 --> 00:12:37.330

Elizabeth Morrow Foley (she/her): And you can see in that picture there, Greg Souza and Kylie Jones, who were our NAWO Mentors of the Year last year, and then definitely characterise, these qualities, and behaviours.

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00:12:37.420 --> 00:13:02.259

Elizabeth Morrow Foley (she/her): So, the first one is, being accessible and approachable, and this is from everything through to doing your best to ensure that the technology works smoothly, through to avoiding rescheduling, through to, having some openness to, supporting a mentee if they're having a particularly tricky situation, at work, obviously with, boundaries,

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00:13:02.260 --> 00:13:04.860

Elizabeth Morrow Foley (she/her): And we'll talk about that in a second.

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00:13:04.880 --> 00:13:22.060

Elizabeth Morrow Foley (she/her): They also talk about unearthing... helping your mentees to unearth career goals, and that's through listening carefully, versus, speaking all the time, and asking questions to, help them articulate their ideal career path, I suppose.

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00:13:22.280 --> 00:13:36.389

Elizabeth Morrow Foley (she/her): They talk about helping your mentee build confidence, and combat imposter syndrome through being really affirming, validating their performance, and helping them take on challenges that kind of reinforce their self-belief.

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00:13:36.580 --> 00:13:54.729

Elizabeth Morrow Foley (she/her): They talk about nurturing creativity through, fostering innovative thinking and calculated risk-taking. So, out-of-the-box thinking, can be really safe in a mentoring setting, obviously tempered with some reality checks, and some real-world feedback as well.

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00:13:55.730 --> 00:14:12.199

Elizabeth Morrow Foley (she/her): They talk about providing respectful correction, and obviously your ability to do that will grow with time as the trust builds within the relationship. So, I would suggest initially balancing the constructive feedback, with, positive or affirmative feedback.

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00:14:12.200 --> 00:14:23.610

Elizabeth Morrow Foley (she/her): But definitely, do your best to, like, address any self-defeating thoughts or behaviours you observe with care. These can be a really great growth opportunity for mentees as well.

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00:14:24.590 --> 00:14:29.990

Elizabeth Morrow Foley (she/her): They also encourage you to ask, really good, open-ended, clarifying questions.

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00:14:29.990 --> 00:14:52.559

Elizabeth Morrow Foley (she/her): And very importantly, celebrating difference. So please be respectful that your mentee may come from a very different world to you, or be it operate in a workplace not dissimilar to yours. So, check yourself for any unconscious biases that could be playing out, and we do encourage that mentors self-reflect regularly throughout the program.

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00:14:52.560 --> 00:15:02.509

Elizabeth Morrow Foley (she/her): And we ask you to approach any differences you pick up with some, humility and psychological safety, as you do that, too.

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00:15:06.370 --> 00:15:22.050

Elizabeth Morrow Foley (she/her): Importantly, there's a few things that we ask you to refrain from doing, and, we also ask you to please contact us and seek support if you are unsure, in this respect. And this is both for your wellbeing and the wellbeing, of your mentees.

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00:15:22.050 --> 00:15:46.900

Elizabeth Morrow Foley (she/her): So, do your best to refrain from, spending the whole session talking about your career story. No doubt you have some amazing stories to share, and that's very... part of that is why you are here, but it very much needs to be linked to, your mentee's development plan, and they will be sharing that, with you at the start of the program. We also ask you to refrain from, doing things like making decisions on behalf of the mentee.

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00:15:47.110 --> 00:15:56.259

Elizabeth Morrow Foley (she/her): Managing their performance or workplace issues. Importantly, don't provide legal, medical, psychological, or financial advice.

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00:15:56.320 --> 00:16:21.250

Elizabeth Morrow Foley (she/her): And just keep in mind that sometimes, with a mentoring relationship, it can become... the lines can become a bit blurry, and we really do not want you to be acting as a counsellor, therapist, or HR representative, and there will be, situations where a mentee's EAP program may be more appropriate, to support them. And we also don't want you to be advocating directly with the mentee's organization without

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00:16:21.250 --> 00:16:30.670

Elizabeth Morrow Foley (she/her): agreement. It's really important that you, focus on the mentee, and that the mentee manages other stakeholders in their circle.

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00:16:35.430 --> 00:16:51.450

Elizabeth Morrow Foley (she/her): So, on to, some exciting tools that we have to support you. Feel free to get out your phones, and scan the QR code if you haven't already had a chance to pop online and look at the 2026 Mentoring Resources Hub.

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00:16:53.070 --> 00:16:57.719

Elizabeth Morrow Foley (she/her): what you can see here is that we have a number of tools. So we have a mentor guide.

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00:16:57.800 --> 00:17:05.200

Elizabeth Morrow Foley (she/her): That provides an overview of the scope of the mentor role, some of the information I shared with you earlier with an excerpt around

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00:17:05.200 --> 00:17:18.990

Elizabeth Morrow Foley (she/her): what excellent mentors do. It also provides you with hints and tips, and importantly, on page 14, it prompts you to do some self-reflection as a mentor prior to commencing, your mentoring relationship.

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00:17:19.660 --> 00:17:38.279

Elizabeth Morrow Foley (she/her): The Resource Hub also has session planners, so there's a session planner for you, whether you're in a one-on-one or a circle. This is really helpful in that it includes a mentee snapshot up front, where you can refer to your matching email, any information your mentees have sent you via email.

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00:17:38.280 --> 00:17:44.800

Elizabeth Morrow Foley (she/her): And create a bit of a summary of what they're wanting to achieve in the program.

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00:17:44.800 --> 00:17:59.419

Elizabeth Morrow Foley (she/her): A week ahead of your first mentoring session, your mentees are asked to send you through their development plan as well. You'll see the template that we asked them to complete on the Hub, but that also can be used to,

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00:17:59.420 --> 00:18:14.070

Elizabeth Morrow Foley (she/her): help, you complete your mentee snapshot. Again, the mentee snapshot is not compulsory, it's simply a tool for you to use, if helpful. It can be a good reference point throughout the program to get a sense of.

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00:18:14.070 --> 00:18:20.970

Elizabeth Morrow Foley (she/her): Are they actually making progress, and are you staying focused on, their desired development or career goals as well?

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00:18:21.740 --> 00:18:31.959

Elizabeth Morrow Foley (she/her): The hub includes conversation maps that are mapped to NARWO's key learning priorities, so those are things that range from maximizing personal effectiveness.

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00:18:31.960 --> 00:18:56.680

Elizabeth Morrow Foley (she/her): through to building diverse teams, through to business acumen. So please take a look at those. If your mentee has a very specific, learning goal, there may in fact be resources there to support you in having a conversation with them about it. Additionally, there are resources there on many different, topics, and we encourage you to share any that you find helpful as well.

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00:18:56.680 --> 00:19:03.299

Elizabeth Morrow Foley (she/her): We want this to be a space that continues to grow, and build, to enhance your sessions going forward.

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00:19:03.300 --> 00:19:11.859

Elizabeth Morrow Foley (she/her): And then you'll see that there are the recordings of program session, like, sessions like this one today, so you can go back and refresh,

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00:19:11.860 --> 00:19:35.100

Elizabeth Morrow Foley (she/her): Feel free also to not necessarily watch, but listen in the car. We had feedback last year that it's the listening resources are really helpful, so feel free to transfer the watching resources to listening resources. We're all busy people, and sometimes reading a guide can be a bit tricky. You can scan that, and then listen to some of the content, and that may

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00:19:35.100 --> 00:19:36.890

Elizabeth Morrow Foley (she/her): Get you there in the end as well.

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00:19:41.530 --> 00:19:51.050

Elizabeth Morrow Foley (she/her): So, some tips for you as a mentor to get started. The first place, you can go is the mentor guide.

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00:19:51.180 --> 00:19:57.799

Elizabeth Morrow Foley (she/her): Gives a great summary of the program overall, and some focus areas for you initially.

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00:19:57.830 --> 00:20:19.469

Elizabeth Morrow Foley (she/her): We then want you to focus on getting to know your mentees. So, refer to the matching email, refer to their self-introduction email. When you receive it, refer to their mentee development plan. And then focus on planning and preparing. So, again, set all five session dates up front, if possible.

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00:20:19.470 --> 00:20:22.669

Elizabeth Morrow Foley (she/her): Plus, start working on Session 1.

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00:20:22.670 --> 00:20:36.259

Elizabeth Morrow Foley (she/her): And what will help you in that is the... in the mentor, session planner, the mentee snapshot up front. That'll really help you consolidate, what your mentees are wanting to focus on and get out of in the program.

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00:20:44.460 --> 00:21:00.259

Elizabeth Morrow Foley (she/her): So, a quick summary on Session 1. Session 1, whether you are in a circle or a one-on-one, is really focused on planning and goal setting. The document that is most helpful for you, in doing that is the mentoring agreement.

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00:21:00.420 --> 00:21:11.670

Elizabeth Morrow Foley (she/her): We encourage you to schedule your first session within a month of the program launch to maintain some momentum and get things moving quickly.

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00:21:11.690 --> 00:21:36.620

Elizabeth Morrow Foley (she/her): The mentoring agreement is a tool for both you and your mentee, so it's a collaborative document, so please work on that in the session, and discuss boundaries, as well as the way you would like to communicate, how frequently you would like to communicate. There's a lot of flexibility, so we ask you to obviously follow through on the 5 mentoring sessions and attending the program sessions.

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00:21:36.720 --> 00:21:49.499

Elizabeth Morrow Foley (she/her): But beyond that, the way you wish to craft your relationship is very much up to you, and the mentoring agreement helps you set some of those boundaries and some of the goals that you may want to achieve as well.

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00:21:51.330 --> 00:22:06.800

Elizabeth Morrow Foley (she/her): We want you to explore potential session topics. So, based on the development plan, you might get a hunch that, say, presentation skills is something that would be really great for everyone in your circle to focus on, and you might agree to do that in session three, for example.

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00:22:06.800 --> 00:22:21.260

Elizabeth Morrow Foley (she/her): Or you might, sense that your one-on-one mentee really needs some help, like, reading a P&L, and so you agree to do that in session two, and do some, say, role-playing about how they would present a P&L in a meeting, for example.

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00:22:21.280 --> 00:22:33.600

Elizabeth Morrow Foley (she/her): So there's an opportunity to think ahead, based on their learning goals, so we encourage you to start doing that in Session 1 when you're scheduling, meeting dates and times as well.

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00:22:33.600 --> 00:22:48.050

Elizabeth Morrow Foley (she/her): There's also an option for those in a circle, if you have quite a lot of experience in your circle, particularly for people who have a strength in one area to support the learning of people who have a growth opportunity in another area.

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00:22:48.050 --> 00:22:52.380

Elizabeth Morrow Foley (she/her): So feel free to share the facilitation in a circle.

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00:22:52.380 --> 00:23:12.319

Elizabeth Morrow Foley (she/her): as appropriate, and as, and obviously read the room in terms of the comfort level and experience level of your mentees as well. And then post-session one, we ask you to complete your session check-in or log, 5 minutes to let us know that the session took place, who attended, and how you felt it went, and if you need any support from us.

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00:23:15.060 --> 00:23:33.150

Elizabeth Morrow Foley (she/her): Sessions 2 to 5 are really where, momentum builds, so it's a bit less administrative and a bit more focused on actually problem solving, discussing opportunities, working on development activities that people would like to run with, between sessions.

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00:23:33.170 --> 00:23:51.969

Elizabeth Morrow Foley (she/her): We encourage you to continually focus on building rapport. It can be a little bit tricky online, and there are tips for how to do that in the mentor guide. It can be tricky, but if you focus on a time in the session up front, where you really connect in, reflect on progress since previous sessions.

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00:23:51.970 --> 00:23:58.839

Elizabeth Morrow Foley (she/her): Explore what's been going on for people between sessions. We find that you get more and more engagement throughout.

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00:24:04.500 --> 00:24:19.950

Elizabeth Morrow Foley (she/her): So, in terms of your next steps, if you haven't already received it, please await the email introduction from your mentees, and then please respond to that with a friendly reply and get things moving in terms of scheduling.

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00:24:20.060 --> 00:24:36.309

Elizabeth Morrow Foley (she/her): We would like you to take a look at the mentor guide, and particularly just spend some time on page 14 to think about what you're wanting to get out of the program as well. It's a really great opportunity for you to, develop as part of, being a mentor as well.

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00:24:36.340 --> 00:24:46.609

Elizabeth Morrow Foley (she/her): Attend the program launch next week, on the 17th of February. That will be recorded if you are unable to make it, and it will be on the Resources Hub.

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00:24:47.170 --> 00:25:05.219

Elizabeth Morrow Foley (she/her): Agree the date for Session 1 within approximately 4 weeks of the 17th of February, so that you maintain some momentum. And keep in mind that you will have a little bit of pre-work before that, because your mentees will send through development plans about a week before your agreed session date.

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00:25:05.500 --> 00:25:10.739

Elizabeth Morrow Foley (she/her): Make sure you check that you receive that before you commence Session 1, and then get started!

104

00:25:16.020 --> 00:25:30.090

Elizabeth Morrow Foley (she/her): In terms of support, just a reminder to please don't hesitate to reach out. You can, reach us via, mentoring at narwho.org.au, email.

105

00:25:30.090 --> 00:25:39.399

Elizabeth Morrow Foley (she/her): You can request a mentor, buddy, or peer support, if you're really feeling like you need an additional sounding board as a mentor.

106

00:25:39.400 --> 00:25:52.909

Elizabeth Morrow Foley (she/her): And you can, keep coming back to the NARWO Resources Hub, we're looking forward to that evolving throughout the program, but as I said, please start there. It provides some really good, tools to get you started.

107

00:25:52.990 --> 00:26:16.070

Elizabeth Morrow Foley (she/her): We also invite you to join the online group Nawo Mentor Connect on LinkedIn. That group has a mixture of, participants from past programs who, can help you out as well, and we also encourage you to interact with each other as mentors on there and seek advice, share stories as you, as you wish.

108

00:26:21.750 --> 00:26:38.810

Elizabeth Morrow Foley (she/her): So, I've covered, the overview from our perspective, but really keen to get any questions from you in the room. Also, invite you to reach out via email and ask questions, if you think of anything later on.

109

00:26:39.400 --> 00:26:46.109

Elizabeth Morrow Foley (she/her): pop some in the chat, or feel free to raise your hand as well. Madeline is, helping to monitor the chat too.

110

00:27:00.530 --> 00:27:02.680

Madeline Cooper (she/her) - NAWO Team: No questions, Liz, just lots of...

111

00:27:02.920 --> 00:27:04.220

Elizabeth Morrow Foley (she/her): No questions.

112

00:27:04.220 --> 00:27:07.850

Madeline Cooper (she/her) - NAWO Team: Everyone loves the resources and is excited to get started.

113

00:27:08.320 --> 00:27:13.509

Madeline Cooper (she/her) - NAWO Team: And excited for in-person events as well, which we love to hear.

114

00:27:13.510 --> 00:27:28.599

Elizabeth Morrow Foley (she/her): We love to hear. Madeline is our chief in-person event and online event expert, so if you ever have any questions about which events to attend, she will be the person to, to guide you. But that's really great news. Oh, I see a,

115

00:27:28.900 --> 00:27:38.170

Elizabeth Morrow Foley (she/her): Do the mentors get a chance to share together? So in the midpoint mentoring,

116

00:27:38.830 --> 00:28:01.920

Elizabeth Morrow Foley (she/her): program session, Hugh, we facilitate networking then. We have actually had a request for another connection point from a buddying perspective for mentors to be able to connect and share, so I'm very open to scheduling that. I haven't thought about when that would best be. If you're feeling like,

117

00:28:01.920 --> 00:28:16.309

Elizabeth Morrow Foley (she/her): it would be best at the start of the program. We can schedule something soon, maybe a lunch and learn, where you can connect and share stories, but feel free to pop that in the chat, any ideas in the chat, or email me, directly.

118

00:28:22.590 --> 00:28:31.929

Elizabeth Morrow Foley (she/her): Yes, the Nawo Mentor Connect group, is in place, so it's a group that has been, available for a couple of years.

119

00:28:33.630 --> 00:28:38.179

Elizabeth Morrow Foley (she/her): But we're wanting, or we're encouraging you, to join this year.

120

00:28:38.840 --> 00:28:44.509

Elizabeth Morrow Foley (she/her): As Madeline's saying, yeah, we regularly run events, in all major cities, plus

121

00:28:44.700 --> 00:28:46.969

Elizabeth Morrow Foley (she/her): A few other places.

122

00:28:52.460 --> 00:29:09.340

Elizabeth Morrow Foley (she/her): I was thinking maybe halfway through would be good. Yeah, Hugh, definitely. So that one, that's... that's covered off in the program session, but if anyone needs others, please, please suggest. I think there'll always be people who are open to hopping online for a lunch chat and sharing some stories or resources.

123

00:29:10.420 --> 00:29:18.330

Gaynor Richmond: Elizabeth, there was a question that might have been looked over, which was, do we need to ask mentees to fill out the development goals, or will they be asked to do that in their session?

124

00:29:18.330 --> 00:29:30.140

Elizabeth Morrow Foley (she/her): Oh, sorry, I missed that. Yes, they will be asked, so in their onboarding session on Thursday, we're talking them through the development plan, so they... that will be, asked of them.

125

00:29:30.300 --> 00:29:54.120

Elizabeth Morrow Foley (she/her): If you don't receive it, I encourage you to check in. In saying that, we really want them to be responsible for their own development, and we don't want you as mentors to feel like you are having to chase people, and if that dynamic starts to play out, please let us know. The session check-ins and logs will help us have some visibility about how

126

00:29:54.120 --> 00:29:57.100

Elizabeth Morrow Foley (she/her): The level of engagement of mentees.

127

00:29:57.180 --> 00:30:02.370

Elizabeth Morrow Foley (she/her): But please don't hesitate to connect. Also, don't feel pressured to chase.

128

00:30:03.780 --> 00:30:10.239

Madeline Cooper (she/her) - NAWO Team: Just one other question, Liz, how do you broach the challenge of a mentee in a different state for event attendance?

129

00:30:10.640 --> 00:30:35.590

Elizabeth Morrow Foley (she/her): So, there's actually a bunch of online NAW events as well. So, what we're asking is at least two events a year. If your mentee, wants to attend a local event, say they've got a goal of networking, for example, they would like to enhance their professional network, it would actually make sense for them to attend a face-to-face event in their state or territory.

130

00:30:35.590 --> 00:30:51.030

Elizabeth Morrow Foley (she/her): So you don't need to accompany them to that. That would be an opportunity for you to outline that as a development activity, have them go do it, and then come back and reflect on how it went, how they could improve, how they could do it differently next time.

131

00:30:51.040 --> 00:30:59.930

Elizabeth Morrow Foley (she/her): Ideally, it'd be great, particularly in a mentoring circle, it would be great if you could join as a circle to an online event.

132

00:30:59.930 --> 00:31:12.179

Elizabeth Morrow Foley (she/her): If you are in the same state, which, would be tricky. It's typical for interstate, partnerships, just because of the way our network works. But if you are in the same state, feel free to attend.

133

00:31:12.180 --> 00:31:13.410

Elizabeth Morrow Foley (she/her): Together as well.

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00:31:13.450 --> 00:31:18.389

Elizabeth Morrow Foley (she/her): But it's very much about how do these, NAW learning events

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00:31:18.390 --> 00:31:34.449

Elizabeth Morrow Foley (she/her): facilitate their development goals, in some ways taking the pressure off you. Like, you get to be a kind of goal setter, goal check-in person, and the event gets to facilitate the learning, and then you help them bring it home and embed it in their day-to-day work.

136

00:31:36.260 --> 00:31:43.260

Elizabeth Morrow Foley (she/her): Yes, the Career Club sessions that happen every Thursday are a perfect, event for a circle. Thanks, Madeline.

137

00:31:43.980 --> 00:31:47.619

Madeline Cooper (she/her) - NAWO Team: And we have Les very politely raising her hand with a question.

138

00:31:48.190 --> 00:31:59.009

Lesley Marchioro: more a... could we put, perhaps, the, the chairs of all the committees in the LinkedIn page you were talking about? Because if any of the mentors...

139

00:31:59.510 --> 00:32:16.230

Lesley Marchioro: from a different state, so I'm in SA. If one of my people's in... is in Melbourne, like in Victoria, then I could reach out to the chair there to say, you know, I've encouraged my... make sure you look after them, you know, that sort of thing, that might be helpful.

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00:32:17.130 --> 00:32:20.420

Elizabeth Morrow Foley (she/her): Yeah, okay. We... that's a great suggestion, thank you.

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00:32:23.370 --> 00:32:38.050

Elizabeth Morrow Foley (she/her): building on that too, say you have a mentee who is in a different industry to you, but you have a contact in that industry. That guy... I had a chat with someone a few weeks ago that said this,

142

00:32:38.050 --> 00:32:52.200

Elizabeth Morrow Foley (she/her): Their goal may be leadership development, but leadership development in your industry may be slightly different to their industry, and you can feel free to connect them through their network as well. Part of this is about growth of network, in addition to,

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00:32:52.330 --> 00:32:55.140

Elizabeth Morrow Foley (she/her): Focusing on professional development.

144

00:32:58.680 --> 00:32:59.900

Elizabeth Morrow Foley (she/her): Anything else?

145

00:33:10.240 --> 00:33:26.829

Elizabeth Morrow Foley (she/her): All right, we have some more time. If anyone would like to stay online and have a chat, feel free. Otherwise, please don't hesitate to reach out. Really grateful to have you here today, and, good luck as you embark on the program formally next week.

146

00:33:27.240 --> 00:33:28.530

Elizabeth Morrow Foley (she/her): Thanks, everyone.