



NAWO Mentoring Program 2026: Program Launch

Transcript of session on 17 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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00:00:00.000 --> 00:00:18.949

Elizabeth Morrow Foley (she/her): Liz Morrow Foley, and I'm the NAWO Mentoring Program Manager. On behalf of the NAWO team, congratulations to all of you who are joining as mentees today, and a big thank you to our esteemed volunteer mentors. We know your time and effort will make a massive difference

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00:00:18.950 --> 00:00:25.600

Elizabeth Morrow Foley (she/her): To our mentees, both as individuals and leaders, as well as to their careers in operations, so thank you.

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00:00:25.600 --> 00:00:28.069

Elizabeth Morrow Foley (she/her): We will be recording today's session.

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00:00:28.070 --> 00:00:48.450

Elizabeth Morrow Foley (she/her): So, the slides and recording will be available to you afterwards on our Mentoring Resources Hub, and we invite you to be really active in the chat, and I see you're already doing a brilliant job of that. Madeline and our... Madeline, who is our Events and Delivery Manager, will be sharing information in the chat with you, so please keep an eye on it.

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00:00:48.450 --> 00:00:51.910

Elizabeth Morrow Foley (she/her): And feel free to ask questions as we go as well.

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00:00:56.120 --> 00:00:59.790

Elizabeth Morrow Foley (she/her): I'd like to start today by acknowledging country.

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00:01:01.190 --> 00:01:14.270

Elizabeth Morrow Foley (she/her): I'm zooming in from the country of the Wurundjeri people of the Kulin Nation, and I pay my respects to elders past and present, and extend that respect to all First Nations people.

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00:01:14.350 --> 00:01:27.269

Elizabeth Morrow Foley (she/her): I invite you to also please take a moment to acknowledge country. You're very welcome to introduce yourselves in the chat, share your name, your organization, and the country that you are Zooming in from today.

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00:01:27.520 --> 00:01:47.900

Elizabeth Morrow Foley (she/her): For those of you who joined our mentee and mentor onboarding sessions last week, you will recall me sharing this artwork on the left, created for Nawo, by Norel Osborne. Norelle is a Bikinji woman, and Karaka means country. And the artwork depicts the colours of our land, sea, and sky.

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00:01:48.350 --> 00:02:05.060

Elizabeth Morrow Foley (she/her): The black pattern or overlay that you see represents strength and unity, and that's really special for us at NOW because of the interwoven nature of our cross-business and cross-industry network, which we're all excited to have you as part of today.

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00:02:05.060 --> 00:02:16.909



Elizabeth Morrow Foley (she/her): You can also see that there's a journey taking place through the artwork, and the stepping stones symbolize women on that journey. Again, very significant, given our mentoring program launched

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00:02:24.800 --> 00:02:41.519

Elizabeth Morrow Foley (she/her): So, it's great to have you here. Today, we're welcoming you, whether you are a new or returning member, to the NARWO Network in 2026, and also to the mentoring program. We're joined by our CEO, Louise Wein, and Louise will shortly introduce you to some of our star mentors.

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00:02:41.520 --> 00:02:47.840

Elizabeth Morrow Foley (she/her): Who can share their experiences and tips for a really successful mentoring partnership.

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00:02:47.860 --> 00:03:05.090

Elizabeth Morrow Foley (she/her): I will then close today with some suggestions for getting started and some question time, so feel free to brainstorm those or put them in the chat as we go. So, without further ado, I'd like to welcome Louise Weene to chat about NARWO and our impact. Thanks, Lou.

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00:03:07.430 --> 00:03:17.139

Louise Weine: Thank you so much, Liz, and welcome, everybody. It's really exciting to be launching the 2026 program, and, thank you for being part of this

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00:03:17.140 --> 00:03:31.359

Louise Weine: amazing, network of businesses and industries and people, all really dedicated to the vision that NAWO has, to see gender balance valued and achieved.

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00:03:31.360 --> 00:03:40.149

Louise Weine: At every level in operations, so you should be really proud of being part of what is a growing and really dedicated network of change.

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00:03:44.430 --> 00:03:58.910

Louise Weine: I'd love to show a video now, I know some of you will have seen it a couple of times, maybe, but we are really proud of the impact that we have, and this video that, stars women from CHEP, Blue Scope.

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00:03:58.910 --> 00:04:07.310

Louise Weine: And Amazon is really a great way to frame up, the Nahua experience. So, enjoy!

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00:04:10.630 --> 00:04:30.580

Audio shared by Madeline Cooper (she/her) - NAWO Team: I am the only one of my kind in Australia, which presents different challenges. I want to be able to connect with like-minded individuals that share the same aspirations as I do.

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00:04:30.710 --> 00:04:55.529

Audio shared by Madeline Cooper (she/her) - NAWO Team: When I joined CHEP, it was a new role, it was a new industry. It was good to know that there was another support network available to me that weren't just within the company that I had joined. A network of like-minded females in an industry that is challenging and rewarding. NAWA also gives you the opportunity to diversify one's thinking in terms of

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00:04:55.530 --> 00:05:00.589

Audio shared by Madeline Cooper (she/her) - NAWO Team: The industries out there, and also to find common ground.

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00:05:02.380 --> 00:05:18.200

Audio shared by Madeline Cooper (she/her) - NAWO Team: At times, seeking that first perspective is really important. Being able to hear other people's stories, as well as being able to provide my story, helps me feel empowered, knowing that I can inspire other female leaders, and knowing that I've been able to do that through the connection of NAW.

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00:05:18.950 --> 00:05:28.200

Audio shared by Madeline Cooper (she/her) - NAWO Team: So, through the partnership we have with NIWA, we looked at attracting more women and really start building that pipeline for women in operations.

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00:05:29.150 --> 00:05:47.730

Audio shared by Madeline Cooper (she/her) - NAWO Team: As a senior female leader, I have a duty to make sure that I'm representing diversity in my workplace, as it ignites innovation. One of the big learnings from NAWA, and probably being part of the committee, is looking for examples of how we could make a difference.

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00:05:48.000 --> 00:06:12.920

Audio shared by Madeline Cooper (she/her) - NAWO Team: It gives a real sense of pride to see that other people might see what we've done, and then decide that they can also be inspired to do something differently. And just being able to ask those questions that you can't normally ask. From such a diverse range of industries, and in very different roles as well, that's been really interesting to see how their journeys and their careers have been being shaped by being brave, or being bold, or trusting themselves to make

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00:06:12.920 --> 00:06:14.200

Audio shared by Madeline Cooper (she/her) - NAWO Team: that change.

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00:06:14.540 --> 00:06:24.620

Audio shared by Madeline Cooper (she/her) - NAWO Team: Being able to connect with others in other operation logistic businesses on where they are, what they're doing, sharing the best practice, and just hearing some of the challenges and

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00:06:24.750 --> 00:06:35.209

Audio shared by Madeline Cooper (she/her) - NAWO Team: what they're facing as a business. It was very similar to what we were going through at the time. Now we're being able to facilitate a discussion more prevalent than ever across the whole of Australia now.

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00:06:36.080 --> 00:06:46.239

Audio shared by Madeline Cooper (she/her) - NAWO Team: I've enjoyed every event I've been to, and I've enjoyed being part of Navo, so I want to pass that on, and bring the younger generation through.

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00:06:46.300 --> 00:07:04.339

Audio shared by Madeline Cooper (she/her) - NAWO Team: Through mentorship, through workshops, webinars, panel discussions, I've been able to learn off others, as well as being able to provide my value to, by transforming an industry that historically has been male majority, to an industry where women feel empowered.

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00:07:04.340 --> 00:07:08.190

Audio shared by Madeline Cooper (she/her) - NAWO Team: And women now have a network of female support.

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00:07:19.240 --> 00:07:42.670

Louise Weine: I love watching that video, and I've loved watching the chat and seeing all of those introductions come through, the myriad of industries that you're all from, the different businesses, the different parts of Australia. It's really exciting to see you, put your names and companies there, so thank you for populating that, and, you know, boosting the excitement for today.

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00:07:42.670 --> 00:07:59.750

Louise Weine: Nawo is more than the mentoring program. We're super proud of this fantastic mentoring program, but we wanted to highlight to you that as a mentee or mentor in the program this year, you are also able to get involved in everything else that Nawo offers.

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00:07:59.750 --> 00:08:13.630

Louise Weine: And we know that all of the other, activities that we schedule every year are also really impactful in helping us get to gender balance in the workplace. And I'm really pleased

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00:08:13.630 --> 00:08:37.189

Louise Weine: to let you know that when we deep-dived into the Workplace Gender Equality Agency data, for our membership for 2024, we actually found that the network as a whole have reached 40% female representation, with 29% of head of business, roles held by women across our network as well.

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00:08:37.190 --> 00:08:46.719

Louise Weine: So, we know that there's two things playing out there. Companies that are truly committed to achieving gender balance are becoming part of NAWO,

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00:08:46.720 --> 00:09:05.040

Louise Weine: and the network as a whole is learning how to actually make that happen. So the more companies we can get to join NAWO and be part of this amazing change-making, network, the better, in terms of achieving our goals and maximising impact.

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00:09:05.670 --> 00:09:24.870



Louise Weine: So how can you get involved? Well, firstly, online, you can get involved with us. Thursday is Narwho Day, so just remember that, and then everything else is easy. The first Thursday of every month, you can tune in to deep dives on the NARWO Framework for Change, called the Nine Dials for Gender Balance.

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00:09:24.870 --> 00:09:40.360

Louise Weine: Every third Thursday, you can dial in for half an hour of power, around topics that could really help you thrive in your career, and we're calling that Career Club, and we've had a great start with that last year and continuing it in 2026.

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00:09:40.360 --> 00:10:04.660

Louise Weine: And the fourth Thursday of every month, we have a national webinar or an interview with a senior woman in operations that we call What a Career, and so we've got a number of those coming to you throughout the year. So, you can find all of that online activity on the What's On page of our website, and register through the online portal that you have a login for.

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00:10:05.630 --> 00:10:19.160

Louise Weine: You can also connect with NARWO members in person, and our volunteer community is strong, they are enthusiastic, they're passionate, they're dedicated, and they bring us

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00:10:19.160 --> 00:10:26.539

Louise Weine: Last year, Madeline, correct me if I'm wrong, I think it was 81 events across the country, in person.

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00:10:26.540 --> 00:10:31.309

Louise Weine: They include Coffee and Connect sessions, site tours.

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00:10:31.310 --> 00:10:46.240

Louise Weine: You can, also bring people together in your own workplaces and have a watch party of online content if you want to. And at our Coffee and Connect sessions and site tours, we often have really engaging panel discussions, so

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00:10:46.240 --> 00:11:01.339

Louise Weine: get along to an in-person event near you. I'm really pleased to say that we are expanding our reach regionally, particularly in Queensland, thanks to the fabulous Queensland volunteers and the work of Jessica Taylor and Co.

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00:11:01.340 --> 00:11:03.410

Louise Weine: In person, don't forget that.

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00:11:03.410 --> 00:11:22.989

Louise Weine: And then volunteering. So, yeah, we can't do this without the brilliant volunteers, and I'll talk to the mentors in a second, but, you can also join local or regional state committees for NARO, if you would like a presence in your location. So, get in touch with us if that's the case.

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00:11:23.180 --> 00:11:30.610

Louise Weine: But there's heaps on, so get involved, we would love to see you in broader Narwho network activities.

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00:11:31.140 --> 00:11:40.319

Louise Weine: So this year is very exciting, because we, have hit yet another record, and we're...

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00:11:40.810 --> 00:11:49.580

Louise Weine: yeah, I say this every year, we've got our biggest year yet! So I can say it again this year, 104 participating businesses.

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00:11:49.720 --> 00:12:02.760

Louise Weine: 272 mentees! Well done, everybody! And to support you all, we have 145 volunteer mentors on board and ready to go.

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00:12:03.430 --> 00:12:26.690

Louise Weine: It is a virtual mentoring program that enables us to go Australia-wide to make sure that we reach all corners of this magnificent country of ours, and we've actually extended into international participation as well, which is quite exciting, though, present some additional logistical, matters in terms of time zones, but I'm sure

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00:12:26.690 --> 00:12:35.989

Louise Weine: With a little bit of, thought, and with the logistics capability that we have across this, fantastic cohort, that we'll be able to make that work.

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00:12:36.630 --> 00:12:53.199

Louise Weine: You have been allocated into either one-on-one matches or mentoring circles of two or three mentees with a mentor, and we have taken a lot of care and put a lot of time and attention into that matching process. As you can

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00:12:53.270 --> 00:13:06.639

Louise Weine: Probably understand, to manage all of the different dynamics, including conflict of interest, making sure that people are connected, in the circles with people that are at the relevant career stage.

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00:13:06.720 --> 00:13:20.209

Louise Weine: making sure that we have that cross-industry participation in those groups as well. It's a tricky process, but we have got there. We've done the best job that we possibly can. But in saying that.

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00:13:20.210 --> 00:13:27.100

Louise Weine: you need to stay in touch with us. If there's anything that is not going right, not going as well as you would like.

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00:13:27.230 --> 00:13:39.790

Louise Weine: get in touch with us, talk to your mentor, of course, in the first instance, and Liz has a wealth of information, to talk to you about that as well, but please take, take,

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00:13:40.280 --> 00:13:46.040

Louise Weine: Comfort in knowing that we have spent a lot of time on that matching process.

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00:13:47.190 --> 00:13:55.050

Louise Weine: The program is about to start, and you will work through your sessions and schedule them in to have a completion around November.

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00:13:59.550 --> 00:14:01.619

Louise Weine: Next slide, thanks, Madeline. Sorry.

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00:14:05.730 --> 00:14:11.930

Louise Weine: So now, I wanted to take an opportunity to talk to two of our exceptional mentors.

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00:14:11.930 --> 00:14:28.939

Louise Weine: Mentors of the Year, in fact. So, Kylie Jones, who works for Arista, and she was Mentor of the Year last year, together with Greg Souzor, and Jacob Cretian from Opal, who was Mentor of the Year in 2024. So...

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00:14:29.240 --> 00:14:47.209

Louise Weine: please feel free to join me in a conversation about what really, makes a mentoring relationship work well. So welcome, both of you. Thank you for being part of this yet again. You are an example of mentors that just keep on giving, so...

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00:14:47.610 --> 00:14:48.830

Kylie Jones: I have the flu?

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00:14:49.960 --> 00:14:51.130

Jacob Chretien: Thanks, good to be here.

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00:14:51.820 --> 00:15:07.890

Louise Weine: So, tell us, firstly, Jacob, Kylie, sorry, if you could, about your current leadership role, and how participating in the mentoring program and mentoring other people has impacted your own leadership approach or your perspective.

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00:15:08.840 --> 00:15:15.339

Kylie Jones: Yeah, sure. So, I'm currently General Manager for Arista, for our New South Wales site.

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00:15:15.370 --> 00:15:39.749

Kylie Jones: So the name probably isn't too familiar, but our products are probably very familiar to, I think, almost everyone. So we make all of the buns for McDonald's nationally, the English muffins, the hotcakes and apple pies, and we also supply some other baked goods, to other quick service restaurants and, other food service businesses around the country, so...

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00:15:39.910 --> 00:15:51.160

Kylie Jones: if you've had a cheeseburger or something in New South Wales and parts of Australia, it's come from my factory, so it's a pretty interesting job with some really interesting customers.

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00:15:51.310 --> 00:15:54.450

Kylie Jones: Alright, yeah.

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00:15:54.450 --> 00:15:58.609

Louise Weine: Nice comment from Gainhorpe. She says, Macca's apple pies!

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00:15:58.610 --> 00:16:01.929

Kylie Jones: Yeah, yeah, absolutely.

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00:16:02.050 --> 00:16:21.479

Kylie Jones: So, in terms of how being a mentor has impacted my leadership, I think, firstly, I get so much energy from doing that. So, love talking to my mentees and really, personally feel like I get a lot from it, you know, from an energy and an insights perspective.

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00:16:21.610 --> 00:16:36.140

Kylie Jones: But I think there's probably a couple of things that I, from having been a mentor for a number of years now that I've taken into my leadership, and I think one of them is actually being really aware of, you know, what other people's development goals are, and so...

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00:16:36.280 --> 00:16:42.680

Kylie Jones: Maybe stepping back sometimes and not just jumping in with the solution, but actually waiting for people

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00:16:42.750 --> 00:17:01.419

Kylie Jones: you know, team members to come up with their own thoughts or ideas, and then before I actually jump in, actually asking, would you like some thoughts, or can I suggest something to really make sure people have the space, to think through things themselves, rather than have a senior leader come in and just tell them how to do things?

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00:17:01.710 --> 00:17:02.140

Louise Weine: Yeah.

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00:17:02.140 --> 00:17:05.390

Kylie Jones: I think one of the other things that was,

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00:17:05.420 --> 00:17:17.570

Kylie Jones: I've noticed over the years is that often a lot of my mentees come in with, opportunities that they feel they've got around developing, and it's always around a gap that they have.

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00:17:17.569 --> 00:17:26.989

Kylie Jones: And I think sometimes there's not always a focus on what they're already really good at, and one of the things that I build into my mentoring is

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00:17:26.990 --> 00:17:32.089

Kylie Jones: It's an opportunity to develop in the areas where you feel there's a gap.

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00:17:32.170 --> 00:17:45.910

Kylie Jones: But absolutely, sometimes you can get way more from focusing on the things that are your strengths, and so making sure I work with my team, not just my mentors on that, is something that, yeah, is really, really important to me.

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00:17:46.820 --> 00:17:51.849

Louise Weine: I love that, Kylie. The strength-based approach is just so...

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00:17:52.140 --> 00:18:03.490

Louise Weine: so important. Rather than sort of that deficit model that many of us have, you know, grown up with in our careers, that, oh, what have we got to develop? What have we got to improve?

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00:18:03.760 --> 00:18:16.549

Kylie Jones: Yeah, and I think one of the other things I was going to say is, like, feedback, so really encouraging people to ask for feedback and making sure that I do that myself. So many of my mentees will come in and they're not quite clear on

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00:18:16.680 --> 00:18:27.749

Kylie Jones: you know, what their bosses and their managers actually even think about their performance, so actually asking, not just what I need to improve, but what am I already good at, so I know to keep doing it.

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00:18:28.240 --> 00:18:29.260

Louise Weine: Yeah, I love that.

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00:18:29.650 --> 00:18:52.709

Louise Weine: So, some great takeaways there, Kylie, and particularly for mentors as well. There's a lot that you can take from this program as a mentor that actually can feed into your leadership capability as well. So, we're really grateful to all of our volunteers, but we're also glad that there's something that you can take forward out of this program into your everyday leadership as well.

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00:18:53.140 --> 00:19:04.030

Louise Weine: So, Jacob, tell us what you think the magic ingredients are to a truly effective mentoring relationship, from both the mentor and the mentee perspective.

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00:19:04.590 --> 00:19:08.480

Jacob Chretien: Well, I think, I think the first bit is, you gotta show up.

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00:19:08.480 --> 00:19:12.640

Louise Weine: Yeah. So you gotta be there, and you gotta bring the whole of you to the discussion.

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00:19:12.640 --> 00:19:14.900

Jacob Chretien: I think that,

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00:19:15.020 --> 00:19:26.820

Jacob Chretien: being able to walk into the first meeting or the meetings, sometimes it takes a while to kind of get... find the vibe and get the... get the... I guess, the relationship or the connection working.

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00:19:26.830 --> 00:19:45.899

Jacob Chretien: So don't be afraid if you don't feel that the first time, or in the first 30 seconds. But being able to be armed with, what's the purpose, what's the goal, what do I want to walk away with, or what sort of skills do I want to improve on? Having that, I guess, as a starting point, the journey that you'll go on over the course of the next.

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00:19:45.970 --> 00:19:51.179

Jacob Chretien: 8 or 9 months is going to be developing some of that. And I will guarantee

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00:19:51.310 --> 00:19:53.910

Jacob Chretien: Everyone will walk away with something they didn't expect.

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00:19:54.550 --> 00:20:07.069

Jacob Chretien: Because you're gonna meet different people, and they come from different backgrounds, and they've got different experiences, and in that engagement piece, where you get to challenge, and be challenged, and ask questions.

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00:20:07.360 --> 00:20:17.599

Jacob Chretien: You're gonna learn something. You're gonna learn something about yourself, you're gonna learn something about other people that you get to take away, and that's yours. And you can build on that. So that's, I guess, purpose and goals would be the first part.

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00:20:18.110 --> 00:20:18.680

Louise Weine: Yep.

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00:20:19.800 --> 00:20:32.230

Jacob Chretien: I think then the other things, being willing to share stories, give experience, talk about the things that you're struggling with, but also the things that you've had wins on.

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00:20:32.320 --> 00:20:51.760

Jacob Chretien: Because, not everything has to be the hard slog, right? Sometimes it's about, I had this awesome win, I did something the other day at work, or my personal life, and I want to share it, and that's when, often those, those wins are just as important as the really, the really tough gig.

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00:20:51.850 --> 00:21:08.830

Jacob Chretien: And then, for me, over... like Kylie, I've had the opportunity to do this for a couple years now, and the important bit about success here that I've found is that the meetings need to be structured. So, expect that there's a bit of structure. We have a time, we expect everybody shows up.

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00:21:08.880 --> 00:21:31.990

Jacob Chretien: We're gonna have... we're gonna be talking about something. Every mentoring group does things a little bit differently. I know that I'm very keen on agreeing up front what we're gonna be talking about next month, so everybody can come prepared, we know what the topic is, and be engaged in it. And as I said, yeah, be willing to share, because that's really where the learning comes from. And I've... I've said this, I think, every time I get asked the question.

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00:21:32.000 --> 00:21:43.409

Jacob Chretien: this... being involved in ALL feels like cheating to me. It is such a great opportunity to not only, be able to share experiences and things that I've learned.

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00:21:43.470 --> 00:21:56.940

Jacob Chretien: Over the years, but I get so much personally out of this, just like... like Kylie said, and Kylie, I wrote down everything you said, I'm gonna be using that this year. I'll pay you the royalty later. The... but being able to,

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00:21:56.950 --> 00:22:06.560

Jacob Chretien: I guess, challenge my thinking, and looking at situations from a different perspective has allowed me to be much more empathetic.

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00:22:06.720 --> 00:22:19.019

Jacob Chretien: leader, and... or mentor in some cases, and... but also just... it's right across my whole... all aspects of my life. I've found that I've gotten more out of this than I feel I've put in, so that's cheating, I think.

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00:22:19.180 --> 00:22:31.059

Louise Weine: Oh, that's fabulous. Thank you so much. And I love what you said about celebrating wins. I think sometimes we need a cheerleader in our corner, right? And so having somebody who you can,

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00:22:31.140 --> 00:22:48.230

Louise Weine: tell about the great things that are happening, and not feel like you're tooting your own horn, or worried about any of that kind of perception that might occur within your own team, potentially. Yeah, let that fly with your mentor, and have that cheerleading outside

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00:22:48.230 --> 00:22:54.429

Louise Weine: Of the organization that you're working in. I think that's really important for self-efficacy as well.

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00:22:54.430 --> 00:23:13.580

Louise Weine: So, some of the practicalities, Kylie, in terms of what each person needs to bring, regardless of whether you're in a circle or a one-on-one, what would be some of the key things that you would highlight in terms of mentee responsibilities, mentor responsibilities, when it comes to actually making this happen?

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00:23:14.270 --> 00:23:28.119

Kylie Jones: Yeah, sure, and I have to say, firstly, Jacob, I love the cheating comment. I... I must admit, I sometimes think to myself, I get more out of this than my mentees do, so, I... I definitely share that thought.

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00:23:28.130 --> 00:23:43.260

Kylie Jones: So I think maybe if we focus on mentors first, I touched on it a little earlier. One of the things for me, even as a leader, that I've taken out into my everyday leadership, is not just jumping in with a solution straight away.

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00:23:43.260 --> 00:23:54.369

Kylie Jones: it's definitely easy to think, I've been there before, I've experienced this, let me share with you how I did it, but that's not really effective mentoring, I find. I think

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00:23:54.370 --> 00:24:13.060

Kylie Jones: much better. Listen, ask questions, really let people explore, sort of, what's going on and what's right for them, and then be there to guide them and support them. Suggest if that's a welcome addition, but really, I think, asking questions up front, is really key.

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00:24:13.250 --> 00:24:37.790

Kylie Jones: Similar to what Jacob said, I think be generous with your experiences. So, you know, share where it's gone well, where it hasn't gone so well. I'll be really honest, I've got plenty of the ones where it hasn't gone so well. But I think that they're things that I've really learnt from, a lot, and so I think, you know, being comfortable and sharing that creates a really good trust.

119

00:24:37.790 --> 00:24:40.490

Kylie Jones: Between the circle or your mentee.

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00:24:41.840 --> 00:24:52.929

Kylie Jones: And I think it's our job to challenge. It's not just our job to agree, or to, you know, I think support, absolutely, and it's a really amazing safe space, and

121

00:24:52.930 --> 00:25:05.779

Kylie Jones: You know that your mentor's got your back, but it's our job to challenge as well, and you're here to grow and learn and develop, so, having some of that outside-of-the-box thinking is something that, you know, we should do as mentors.

122

00:25:06.220 --> 00:25:22.769

Kylie Jones: I think something... I'll jump onto the mentees, in a moment, but I think something that applies to both is that trust piece. So, it's really critical, and I always have a conversation in the first week around confidentiality,

123

00:25:22.840 --> 00:25:38.570

Kylie Jones: And that it's a really safe space for us, and so we should be, like, feel really comfortable, but, like, what happens in the mentee discussion stays in the mentee

discussion. And I think it's also really important for circles, too, when we've got people from different businesses.

124

00:25:38.570 --> 00:25:43.790

Kylie Jones: Really create that trust and have an open discussion up front so everyone knows the rules.

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00:25:44.720 --> 00:25:46.999

Kylie Jones: I think for our mentees.

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00:25:47.020 --> 00:26:06.909

Kylie Jones: there's usually, as Jacob said, like, there's a focus for the week, maybe there's homework that's been shared, so come prepared. So, make sure that, you know, you're not wasting your own time, you're not wasting your mentor's time, or the other mentees in a circle, and come prepared. Know, you know, what the pre-work is, and do that.

127

00:26:07.050 --> 00:26:09.120

Kylie Jones: I think...

128

00:26:09.260 --> 00:26:24.959

Kylie Jones: probably one of the other things that's really key for me as a... you know, I've been a mentee lots of times, and I'm still a mentee now, you know, I have my own mentor. No one should be as invested in my development as me. So, as a mentee.

129

00:26:24.980 --> 00:26:39.830

Kylie Jones: come along and really own your development, own the discussion, because honestly, like, we're here to support, but it's yours. Like, you own it, and it absolutely, you know, you should be the number one person who's, you know, investing in that.

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00:26:40.220 --> 00:26:53.720

Kylie Jones: And then I think Jacob touched on it earlier, but know what it is that you want to get out of the session. So, come in, be really prepared to talk through what your goals are, and I think that really sets... sets you up for success.

131

00:26:56.270 --> 00:27:07.940

Louise Weine: Fantastic, and we've got a number of tools, to help you do that now. So there is a development planning tool for all mentees to be able to, prompt you to think about some questions.

132

00:27:07.940 --> 00:27:19.869

Louise Weine: To ask yourself, and to be able to submit that to your mentor as well, prior to your first session. And remember, we are asking all mentees to make the first move and reach out to your mentor.

133

00:27:19.870 --> 00:27:36.170

Louise Weine: In the spirit of exactly what Kylie's been saying, this is your development experience, you own it, you drive it. The mentor is there to support you in all of that. And, you know, just touching on something Jacob said before as well, about

134

00:27:36.230 --> 00:27:45.319

Louise Weine: It doesn't always click in the first session, and that is a two-way thing, and it's... online can be, a little...

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00:27:45.320 --> 00:28:07.910

Louise Weine: harder as well. So be honest with each other about what's gone well in the first session, what's needing, you know, a bit more work, or what you could think about improving for the next session. If you're open and honest with one another and share that, we find that it often really just starts to kick off from there. So don't be too harsh on yourselves in the first session, either.

136

00:28:10.110 --> 00:28:32.519

Louise Weine: So, there's some great guidelines in all of the tools that we've got ready for you on the Mentoring Resource Hub. Again, Liz is going to talk to that in a bit more detail, but to finish us off, Jacob, if you were, giving mentees one bit of advice this year as to how they can really make sure that they leverage this opportunity, what would it be?

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00:28:34.010 --> 00:28:35.600

Jacob Chretien: Ask lots of questions.

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00:28:35.910 --> 00:28:44.739

Jacob Chretien: Challenge what you're getting, what you're getting, what the discussion is, and get used to being asked and ask why.

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00:28:45.180 --> 00:28:59.980

Jacob Chretien: Why are you saying that? And also, expect you're going to hear it a few times, too. But yeah, come engaged. It's, it's a fantastic opportunity, and like, as I said before, and Kylie and Louise have said also, you've got to show up. So.

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00:28:59.980 --> 00:29:01.079

Louise Weine: Yeah. Have fun.

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00:29:01.130 --> 00:29:05.279

Jacob Chretien: It's... it's... you're in a... you've been given a gift. Enjoy it.

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00:29:05.580 --> 00:29:11.029

Louise Weine: Yeah, it's a fantastic opportunity. You're going to develop relationships in this program that you...

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00:29:11.030 --> 00:29:35.609

Louise Weine: Never expected to across different industries, different businesses, and these are often relationships that exist for your entire career. So, enjoy, enjoy being part of it. I look forward to hearing all of the stories that come through. And, with that, I thank both of you for joining me in that chat, and pass back to Liz Morrow Foley, who's our program manager this year.

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00:29:36.210 --> 00:29:37.140

Kylie Jones: Thank you. Thank you.

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00:29:37.140 --> 00:29:56.199

Elizabeth Morrow Foley (she/her): Thanks, Louise. Thank you, Kylie and Jacob. Brilliant insights there. I'm so grateful to have you with us today, and both Kylie and Jacob are also mentoring yet again this year. So they have some very lucky mentees, in their corner as well. Thank you very much.

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00:29:56.200 --> 00:30:06.669

Elizabeth Morrow Foley (she/her): Just want to echo, some of the comments they made about vulnerability, and from both a mentor and mentee perspective, showing up prepared.

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00:30:06.670 --> 00:30:08.699

Elizabeth Morrow Foley (she/her): Being willing to be challenged.

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00:30:08.700 --> 00:30:32.419

Elizabeth Morrow Foley (she/her): And thinking about yourself from both a strengths and areas of improvement, perspective, we have a strengths survey that we can also circulate on our mentoring resources hub as well, which might be a nice tool, for you all to ponder going into your mentoring partnership as well. So thanks again, Jacob and Kylie, really appreciate it.

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00:30:32.600 --> 00:30:56.869

Elizabeth Morrow Foley (she/her): So, just a quick reminder from me about, the elements of the program that you are embarking on. So, of course, you're embarking on an amazing mentoring partnership, which we've just gone through, and to support you in that as a mentor, you have your session planner tool on the Mentoring Resources Hub, and as a mentee, you have your development planning tool, which also includes a session record for you to take notes.

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00:30:56.870 --> 00:30:59.949

Elizabeth Morrow Foley (she/her): With, as you go.

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00:30:59.950 --> 00:31:24.580

Elizabeth Morrow Foley (she/her): There are other tools and support, the main one, of course, being your mentor and mentee circle, if that's the format of the partnership that you have. So please lean on your mentor or mentoring circle as your first point of call. We also have the resources hub, we have our session check-in logs. You will be able to log your sessions from today, that link in your

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00:31:24.580 --> 00:31:30.350

Elizabeth Morrow Foley (she/her): resources is available, so please do that, and please flag if there's any concerns or issues.

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00:31:30.350 --> 00:31:39.780

Elizabeth Morrow Foley (she/her): And you have us at the end of mentoring at narwho.org.au, as well as the phone, if you need any support from the NAWO mentoring team.

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00:31:39.780 --> 00:31:54.750

Elizabeth Morrow Foley (she/her): And please keep in mind the third and final element of the program being these sessions. So, program sessions like today, like our mentee and mentor onboarding sessions last week, which you can catch up on via the recording on the Mentoring Resources Hub.

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00:31:54.750 --> 00:32:09.600

Elizabeth Morrow Foley (she/her): As well as upcoming events, such as the Midpoint Networking event, the End of Program event, and of course, attendance at any two, at least, of those wonderful events that Lou was mentioning before, either in person or online, through the broader NAWO network.

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00:32:13.570 --> 00:32:25.110

Elizabeth Morrow Foley (she/her): So, a quick reminder about all the contents on the 2026 Mentoring Resources Hub. Don't be afraid, feel free to pull out your phone if you haven't already, and use the QR code to take a look.

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00:32:25.110 --> 00:32:50.059

Elizabeth Morrow Foley (she/her): The top row is really where we encourage you to go first. We would love you to take a look at your mentor or mentee guide. We want... if you're a mentor, we want you to take a look at your session planners. As Jacob mentioned, there is a lot of flexibility, in the way the mentoring relationship plays out, so feel free to dip in and dip out of these tools. They're not a rigid sign of what you need to

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00:32:50.060 --> 00:32:55.579

Elizabeth Morrow Foley (she/her): do, or what's expected of you. They're there to support you, so if helpful,

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00:32:55.680 --> 00:33:05.569

Elizabeth Morrow Foley (she/her): like, read the detail, go into it. If not helpful, use your experience, your leadership, and your knowledge to really navigate the relationship in a way that's meaningful to both of you.

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00:33:06.430 --> 00:33:16.960

Elizabeth Morrow Foley (she/her): For mentees, there's the mentee development plan, which we ask you to complete and share with your mentor prior to your first session, so that it is meaningful and purposeful.

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00:33:16.970 --> 00:33:30.429

Elizabeth Morrow Foley (she/her): And then there's the mentoring agreement for your first session to talk about things like confidentiality, as Kylie mentioned, and make sure there's safety, in the boundaries that you set, as a partnership or a circle.

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00:33:30.710 --> 00:33:47.229

Elizabeth Morrow Foley (she/her): And then all the other resources are there for you to tap into, including some amazing stories, as part of our 100 Women campaign, where we have profiled women in our network who are just doing an outstanding job, career-wise, in operations roles. So please tap into those as well.

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00:33:51.750 --> 00:34:16.729

Elizabeth Morrow Foley (she/her): So, getting started, mentees, please reach out to your mentors as soon as possible. Mentors, if you haven't heard from your mentees by early next week, feel free to reach out to us, keeping in mind that we know some people are on amazing overseas holidays at the moment, so there could be some really valid reasons why you haven't heard. We also have situations where email addresses can be wrong as well, so don't leave

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00:34:16.730 --> 00:34:20.770

Elizabeth Morrow Foley (she/her): Leave it too long to let us know, and we can follow up, as well.

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00:34:20.940 --> 00:34:32.240

Elizabeth Morrow Foley (she/her): If you haven't already watched your mentor or mentee onboarding session, which took place last week, you will find the recordings of those on the Hub, so please check those out.

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00:34:32.429 --> 00:34:40.900

Elizabeth Morrow Foley (she/her): embark on trying to negotiate your first date. Keep in mind time zones. So as we,

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00:34:41.010 --> 00:34:54.539

Elizabeth Morrow Foley (she/her): yelled out before, there are a span of time zones across the program. Some of you will have more complex time zones than others. Please do your best to cater for those and yell out if you have any challenges.

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00:34:54.810 --> 00:35:00.629

Elizabeth Morrow Foley (she/her): Complete your mentee development plan, if you're a mentee, and then start your mentoring sessions.

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00:35:04.050 --> 00:35:21.620

Elizabeth Morrow Foley (she/her): So just before I close today, I want to quickly share another mentoring program that we are offering this year. We understand that many men want to advocate for gender balance, but need access to tools or practices or a community to support

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00:35:21.620 --> 00:35:27.400

Elizabeth Morrow Foley (she/her): them in making that happen. So we've created a program called the Gender Equity Men Program, or GEM.

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00:35:27.400 --> 00:35:32.280

Elizabeth Morrow Foley (she/her): It's co-facilitated by Naro Mentors with Our Watch.

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00:35:32.300 --> 00:35:39.500

Elizabeth Morrow Foley (she/her): And it seeks to empower men across operations to step up as leaders in promoting gender balance.

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00:35:39.500 --> 00:36:02.290

Elizabeth Morrow Foley (she/her): It's kicking off in April, and applications are closing in the next few weeks. So, we encourage you to check that out, go to the website for more information, please encourage your colleagues to apply, and for anyone here today who would be interested in being a GEM mentor to support this program, please email us at mentoring at noo.org.au.

174

00:36:06.010 --> 00:36:24.009

Elizabeth Morrow Foley (she/her): So that's it from us today, but eager to hear any questions that are in the chat, so Madeline, please let me know if there's things popping up, or feel free



to raise your hand. We very much look forward to hearing your stories as they evolve over the next few months.

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00:36:24.250 --> 00:36:27.290

Elizabeth Morrow Foley (she/her): Please share them with us.

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00:36:28.870 --> 00:36:35.849

Elizabeth Morrow Foley (she/her): And feel free to let me know if you have any questions. Otherwise, you're free to jump off and embark on a very exciting mentoring partnership.

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00:36:39.130 --> 00:36:40.380

Jacob Chretien: Thank you very much!

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00:36:40.560 --> 00:36:43.460

Louise Weine: Thank you, Jacob! Good luck, everybody! Have fun!

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00:36:43.760 --> 00:36:45.629

Elizabeth Morrow Foley (she/her): Thanks, Sally and thank you.