

MENTORING &

UNLOCKING SUCCESS – TUKUNA TE ANGITU

NEWSLETTER



KEYNOTE SPEAKER



IN THIS EDITION:

NEWSLETTER INFO

- Sarah Furness Recap
- Upcoming Events
- Partners in Mentoring

TECHNIQUE OF THE MONTH

Providing an unique way of growing and connecting within your mentoring relationship

MENTORING EXPERIENCE

A first hand viewpoint of what it is like to be in the mentoring program

CULTIVATING RESILIENCE AND SELF-TRUST:

Insights from Sarah Furness at RNZAF Base Auckland

Renowned ex-RAF pilot and inspirational speaker Sarah Furness recently graced RNZAF Base Auckland with her presence, leading a compelling discussion on resilience, self-trust, and overcoming setbacks. Sarah, whose expertise is sought after worldwide, brought her unique perspective to the event, shedding light on the importance of holistic development and “just fly the aircraft.”

As the [RNZAF MENTORING PROGRAMME](#) hosted Sarah for the day on Base Auckland, the event served as a testament to the program’s ongoing commitment to empowering individuals not just professionally, but also personally. In reflecting on her experience on her LinkedIn Page ([LinkedIn: Sarah Furness](#)), Sarah highlighted the program’s emphasis on guidance rather than advice—a distinction that underscores the depth of any mentorship relationship.

Sarah goes on in her admiration for the [RNZAF MENTORING PROGRAMME](#) by reflecting how the program stems from its focus on holistic and life skills, particularly the art of genuine listening. Sarah states; “I know it’s easy to talk a good game about listening skills, but truthfully when was the last time you held silence. It’s hard to do. The “advice monster” will be straining for attention. Let’s face it, we like appearing knowledgeable. We LOVE giving advice. The word “should” turns up a lot in conversation. It would be so easy for a mentoring scheme to be a place where people could just dish out advice so they can validate their own choices and feel nostalgic. I don’t mean to sound harsh. It’s all done with good intent. But the truth is mentoring effectively takes commitment, practice and emotional intelligence.” As we all know, in a world inundated with noise and advice, the ability to hold silence and truly listen is a rare yet invaluable trait. As anyone in the program knows, we challenge participants to overcome the “advice monster” within and embrace the practice of empathetic listening—a skill crucial for effective mentorship.



“Sarah would be a perfect key note speaker in any NZDF setting. She really resonated with me and all of the other people I spoke with who attended. If there is any chance getting her back to NZ. I think loads of others could benefit.”

SQNLDR Bronwen Kelly

CULTIVATING RESILIENCE AND SELF-TRUST:

Insights from Sarah Furness at RNZAF Base Auckland

CON'T:

One of the main themes for the **RNZAF MENTORING PROGRAMME'S** success is the commitment to celebrating individual strengths and fostering cognitive diversity. Sarah Furness continues to note in her reflection, the program's departure from the traditional military approach of recruiting "like-minded" individuals. She notes the program champions the recognition and utilization of diverse talents, challenging conventional norms within the organization.

During her time on Base Auckland, Sarah shared her own experiences, highlighting the importance of inclusivity and diversity, particularly in traditionally male-dominated fields. Her encounters with resistance while flying UK SF missions underscored the significance of challenging stereotypes and embracing the capabilities of all individuals, regardless of gender or background. The RNZAF and its mentoring program's unwavering commitment to inclusivity and bi-culturalism seem to resonate deeply with Sarah. This commitment and type of reflection reinforces the program's effectiveness in fostering a culture of empowerment and respect no matter anyone's journey through life.

Speaking to a room filled with over 100 military and civilian personnel, Sarah expressed both humility and admiration for the individuals she addressed. She commended everyone's resilience and capability, noting the importance of recognizing one's own strength.

Sarah extended her gratitude to the **RNZAF MENTORING PROGRAMME** for the opportunity to engage with its participants and praised the program as a model of excellence in mentorship.

This type of endorsement serves as a testament to the program's impact and effectiveness in cultivating resilience, self-trust, and inclusivity within the RNZAF and NZDF community.

The **RNZAF MENTORING PROGRAMME** and the Base Auckland mentoring team, is grateful for its time with Sarah Furness and the words of encouragement she shared. Her open and honest reflection about her time on base and about the program has become a catalyst for more global networking and keynote speaker opportunities for further empowerment for our people.

To learn more about Sarah Furness, please check out her website: www.SarahFurness.com or her Instagram or LinkedIn Page.



**"Fear is contagious.
So is courage."**

Sarah Furness

MENTORING EXPERIENCE/ MĀTAU Ā-WHEAKO

A first hand viewpoint of what it is like to be in the mentoring program.

I find mentoring significantly important, as it plays an essential role in both personal and professional development for all NZDF personnel. I have found that after each mentoring session I feel as though I have learnt something new about myself, and my mentor. After hearing about the program I wanted to take advantage of such an amazing opportunity, and use this exceptional tool offered within the NZDF to reach my full potential in the organization.

Later in my career, I plan on becoming a mentor myself. This would enable me to positively influence other members of our Air Force, and shape a new and improved culture going into the future. I have learnt a lot within my time so far as being a mentee in the program. Some of which includes setting career goals, and learning that I don't need to achieve them all at once, as you still need to live a balanced life. I have learnt more about becoming a leader in the RNZAF, and to not be afraid to reach out and ask for guidance when approaching an unfamiliar area in your professional or personal life. I have been given tools for both leadership and becoming a better person.

I have discussed approaches to leadership, and was sent a package from my mentor to assist in approaching governance in the defence force. This booklet has helped me prepare for various work tasks, and enabled me to be better prepared for the challenges that I will have to face. I have been given various tools to approach challenging situations, and can share and reflect on what I have learnt with my mentor.

I think that the RNZAF Mentoring Program fosters the growth of both mentors and mentees, as it provides a relaxed, supportive working environment to share and grow as a person, without judgement or any expectations other than the ones set by the outline of the program, and the ones you set for yourselves. This enables both mentor and mentee to shape their working relationship as they choose, and to talk about and grow in any areas they see fit.

LAC Sarah Lockwood
Force Health Protection Technician



TECHNIQUE OF THE MONTH/ NGĀ TĀERA

Providing an unique way of growing and connecting within your mentoring relationship

WHOA TO GO

The WHOA to GO model of **MENTORING**/coaching is a concise approach that helps individuals move from a state of "WHOA" (being stuck or facing challenges) to "GO" (taking action and achieving goals).

It involves four key steps:

- Widen Awareness by examining current circumstances and identifying obstacles

WHATS HAPPENING NOW?

- Heighten Ownership by taking responsibility for one's situation and actions

HOW COULD IT BE DIFFERENT?

- Activate Options by exploring different possibilities and solutions

OPTIONS

- Generate Outcomes by setting specific goals and designing an actionable plan.

ACTIONS

This model empowers individuals to overcome obstacles, gain clarity, and take effective steps towards their desired outcomes.



UPCOMING EVENTS/ WHAI WĀHITANGA

All opportunities, workshops, & events are subject to change due to either operational outputs, availability of volunteers, and interest of course or event. Email rnzaf.mentoring@nzdf.mil.nz for up to date information.

JUNE 2024

EVENT	LOCATION	DATES
Foundation Workshop	RNZAF Base Auckland	6 June
Foundation Workshop	RNZAF Base Ohakea	13 June
Foundation Workshop	Wellington Region	20 June

FOUNDATION WORKSHOP:

A 1 day workshop for all interested to learn a basic understanding of mentoring while offering practical of mentoring while offering practical tools and techniques for any relationship.

PROGRAMME PARTNERS/ HOA KAIPAKIHI

The **RNZAF MENTORING PROGRAMME** continues to connect and network with other organisations from all over the world. They each provide the programme valuable support, expertise, and resources. Each of the below have enhanced the quality and reach of the **RNZAF MENTORING PROGRAMME** and it would not be where it is today without them.



HEI MANA MŌ AOTEAROA
A FORCE FOR NEW ZEALAND



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